1981

TOWN OF WAYLAND

REPORT

OF THE

FINANCE COMMITTEE

INCLUDING

WARRANT ARTICLES

FOR ANNUAL TOWN MEETING
AND SPECIAL TOWN MEETING

May 26, 1981

With Finance Committee's
RECOMMENDATIONS AND BUDGET

SOME PERTINENT INFORMATION ABOUT WAYLAND'S TOWN MEETING PROCEDURES

Town Meeting is preceded by a Warrant such as this, mailed to citizens and listing the Articles to be acted upon, along with Recommendations by the Finance Committee. It is important to distinguish between the Articles and the Recommendations.

The Moderator has complete control of the meeting, with authority to rule on any matter. A quorum of 100 citizens is required.

Articles in the Warrant must be considered in the order in which they appear, unless Town Meeting votes by a TWO-THIRDS vote to change the order.

TO ADDRESS THE MEETING: Rise, call out, "Mr. Moderator," and remain standing until you, or someone else, is recognized. You may not speak until you are recognized by the Moderator. Address the chair when making motions, commenting, or requesting information. The correct language is: "Mr. Moderator, I move . . . . ," "Mr. Moderator, may I ask through you" (then state the question which you want some board, official, or previous speaker to answer), or "Mr. Moderator . . . " and then make your comments or suggestions.

Note that once you sit down after speaking, you relinquish your claim to the floor. Any person must yield the floor if the Moderator so requests. A speaker may only be interrupted by a voter to request he speak louder or for a point of order, some of which are: questions as to legality or propriety of meeting; motion not within scope of Article; doubt of a quorum. No votes are taken on points of order. The Moderator makes the ruling, and it stands.

Every voter has the right to ask questions about parliamentary procedure or make points of order. Otherwise, substantive issues generally may be addressed only if a motion has first been made.

TO MAKE A MOTION: It is quite proper for any voter to offer a motion under any Article. The Town Counsel or Moderator can assist in wording your motion. A motion must both lie within the subject matter of the Article and be legal, or it will be ruled out of order. A motion is made, seconded, repeated by the Moderator, discussed, voted on, and finally disposed of by the Moderator. The Moderator allows, at most, two amendments to a motion at any time. An amendment is moved, discussed, voted on, and then the main motion, either amended or not, is put to a vote.

TO AMEND A MOTION: Obtain the floor, say, "I move to amend the motion by . . . " An amendment may delete or add words to the main motion or substitute a completely new sentence or motion. Motions to amend are debatable and require only a MAJORITY vote, even though the main motion may require a two-thirds vote.

TO LIMIT DEBATE: If you think the discussion has gone on long enough, you may "Move the previous question." If this motion is passed, it will stop discussion. This motion requires a TWO-THIRDS vote and may not be amended or debated.

If you wish the meeting to take no action under an Article, you may "Move that the Article be passed over." This takes a MAJORITY vote and, in effect, kills the Article.

If a voice vote is so close that the Moderator is in doubt, or if seven voters challenge his call, he may ask for a standing counted vote. When a two-thirds vote is required, the Moderator usually takes a counted vote unless the voice vote was unanimous.

Questions which usually require a two-thirds vote are: borrowing money; appropriations for purchase or taking of land, sale of land; adoption or amendment of Zoning By-Laws; considering an Article in other than the given order, including returning to an Article; reconsideration of an Article once acted upon and disposed of; moving the previous question. Note: only a majority vote is needed to reconsider an Article before it is disposed of.

TO ADJOURN THE MEETING: If you wish to adjourn the meeting before all the Articles have been disposed of, you may "Move to adjourn until (and name a time and place)." A motion to adjourn takes a MAJORITY vote and may be made at any time during the meeting, even though other motions may be pending. No motion to dissolve Town Meeting is in order until every Article has been considered and acted upon.

HELPFUL INFORMATION ABOUT WAYLAND

	1979-80	1980-81
Population	12,542	12,633
Registered Voters	7,220	8,138*
School Enrollment (October 1, each year)	2,816	2,603
Assessed Valuation	$223,619,000	$230,705,328
Operating Cost of Town	12,329,000	13,012,097
Tax Receipts	9,973,000	9,900,091

The tax rate is 45.00 per $1,000 of assessed valuation.

Town expenditures of $230,705 equal $1.00 on the tax rate.

*Registered voters as of April 1, 1981.

For further information, refer to the Town Report available at the Town Office.

INDEX - 1981 SPECIAL TOWN MEETING

ARTICLE		Page No.
1.	Raise Town Clerk's Fees	5
2.	Create and Fund an Energy Committee	8
3.	Appraisal of Property for Reassessment	10
4.	Acquire McManus Property	13
5.	Create Zoning By-Laws Committee	17
6.	Amend Zoning By-Laws for Housing for Persons of Low Income	20
7.	Amend Zoning By-Laws for Housing for Persons of Low Income on Doran Road	23
8.	Transfer of Doran Road Site to Housing Authority	26

WARRANT FOR SPECIAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

* * * WARRANT * * *

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of G.L. Chapter 51, Section 1, to meet in the Field House of the Wayland High School on

MONDAY, JUNE 1, 1981, at 8:30 P.M.,

or as soon thereafter as the Article then under discussion in the Annual Meeting is disposed of, then and there to act on the following Articles:

ARTICLE 1. RAISE TOWN CLERK'S FEES

Proposed by: Board of Selectmen

Article 1. To see if the Town will vote to authorize the Town Clerk to raise the fees allowed under Section 34 of Chapter 262 MGL to be charged for the issuance and recording of the following documents by the office of the Town Clerk and to set the fees for licenses authorized under Section 202 of Chapter 140:

PROPOSED FEES

(Current Fee shown in Parentheses)

For filing and indexing assignment for the benefit of creditors ($2.00) - $5.00

For entering amendment of a record of the birth of an illegitmate child subsequently legitimized ($2.00) - $5.00

For correcting errors in a record of birth ($2.00) - $5.00

For furnishing certificate of a birth ($2.00) - $3.00

For furnishing an abstract copy of a record of birth ($1.00) - $2.00

For entering delayed record of birth ($2.00) - $5.00

For filing certificate of a person conducting business under any title other than his real name ($1.00) - $10.00

For filing by a person conducting business under any title other than his real name or statement of change of his residence, or of his discontinuance, retirement or withdrawal from, or of a change of location of, such business ($.50) - $5.00

For furnishing certified copy of certificate of person conducting business under any title other than his real name or a statement by such person of his discontinuance, retirement or withdrawal from such business ($.50) - $3.00

For recording the name and address, the date and number of the certificate issued to a person registered for the practice of podiatry in the commonwealth ($1.00) - $10.00

ARTICLE 1. RAISE TOWN CLERK'S FEES - (Continued)

For correcting errors in a record of death ($2.00) - $5.00

For furnishing a certificate of death ($2.00) - $3.00

For furnishing an abstract copy of a record of death ($1.00) - $2.00

For entering notice of intention of marriage and issuing certificates thereof ($4.00) - $10.00

For entering certificate of marriage filed by persons married out of the commonwealth ($2.00) - $3.00

For issuing certificate of marriage ($2.00) - $3.00

For furnishing an abstract copy of a record of marriage ($1.00) - $2.00

For correcting errors in a record of marriage ($2.00) - $5.00

For recording power of attorney ($1.00) - $5.00

For recording certificate of registration granted to a person to engage in the practice of optometry, or issuing a certified copy thereof ($1.00) - $10.00

For recording the name of the owner of a certificate of registration as a physician or osteopath in the commonwealth ($1.00) - $10.00

For recording order granting locations of poles, piers, abutments or conduits, alterations or transfers thereof, and increase in number of wires and cable or attachments under the provisions of Sec. 22 of Chap. 166 ($3.00 and $.50 additional for each street or way included in such order) - $25.00 flat rate, $5.00 additional fee.

For examining records or papers relating to birth, marriage or deaths upon the application of any person, the actual expense thereof, but not less than ($2.00) - $5.00

For copying any manuscript or record pertaining to a birth, marriage or death ($2.00 per page) - $3.00 per page

ARTICLE 1. RAISE TOWN CLERK'S FEES - (Continued)

For receiving and filing of a complete inventory of all items to be included in a 'closing-out sale', 'going-out of business sale', 'discontinuance of business sale', 'selling-out', 'liquidation', 'lost our lease', 'must vacate', 'forced out', or other designation of like meaning ($1.00 per page) - $2.00 per page

For filing a copy of written instrument or declaration of trust by the trustees of an association or trust, or any amendment thereof as provided by Sec. 2 of Chap. 182 ($5.00) - $10.00

For recording deed of lot or plot in a public burial place or cemetery ($1.00) - $5.00

Recording any other documents ($1.00 per page) - $5.00 per 1st page, $2.00 each additional page

Voter's card (citizen's identification card) - ($1.00) - $2.00

or take any action relative thereto.

COMMENTS: Town Clerk's fees were last changed by State Statute in 1959. This general upgrading of fees would result in $4,000 in additional income to the Town each year.

The higher clerical costs for providing this service fully justify this increase in fees.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 2. CREATE and FUND AN ENERGY COMMITTEE

Proposed by: Board of Selectmen

Article 2. To see if the Town will vote to appropriate a sum of money to fund energy audits for certain Town-owned buildings; to compose a comprehensive energy action plan; to undertake and recommend Town-wide energy conservation measures (ECM) on municipal buildings; to apply for and accept any funds for energy-related activity and provide matching funds for State and Federal ECM and planning grants; to determine whether such appropriations shall be provided by appropriation from available funds, by transfer of funds already appropriated for another purpose, or received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; and to create an Energy Committee whose membership shall be composed as follows:

Two members designated by each of the following:

Selectmen,
Finance Committee,
School Committee, and
One member designated by the Town Moderator.

This Committee shall be authorized to expend the money or monies appropriated therefor. The Committee should whenever possible include members with backgrounds in engineering, construction, or energy conservation management. The Committee shall be responsible for the development of a Town-wide comprehensive energy action plan, finding economies that may accrue to the Town through energy conservation measures; or take any action relative thereto.

COMMENTS: This Article provides funds for implementation of energy conservation measures at the Wayland Town Building and energy audits of auxiliary town buildings, and establishes an Energy Study Committee, with representation from several Town boards.

A dramatic return on investment is expected. An energy audit of the Wayland Town Building, performed earlier this year, detailed numerous ways in which heating costs could be reduced. Most of the recommendations have estimated payback periods of two years or less. A total of $22,000 is being requested: $5,000 for energy audits of the Public Safety Building, Park-Highway Garage, Library, and Water Department Garage plus $17,000 for

COMMENTS: implementation of priority conservation measures in the Town Building. If an $11,000 State grant, which has already been applied for, should be forthcoming, there will be a total of $28,000 for funding of conservation measures in auxiliary town buildings as well.

Energy-related expenses have had an increasingly significant effect upon Town budgets in recent years. Informal conservation measures have helped, but not enough to make up for the rapid rise in energy costs. A more comprehensive approach is needed if we are to realize the economies we require in order to exert control over this historically uncontrollable area of the budget.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 3. APPRAISAL OF PROPERTY FOR REASSESSMENT

Proposed by: Board of Selectmen

Estimated Cost: $124,600

Effect on Tax Rate: No effect. To be taken from Overlay Surplus.

Article 3. To see if the Town will vote to appropriate a sum of money for an expert appraisal and revaluation of all taxable property within the Town; to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the provisions of Chapter 44 of the General Laws, or otherwise; and to determine what Town officer, board or committee or combination of them shall be authorized to expend the money appropriated therefor; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Selectmen and calls for the appropriation of $124,600 to re-assess the Town by a professional appraisal firm. The Finance Committee has already approved the emergency transfer of $15,000 from the Reserve Fund to initiate the process; thus, the total contract price is $139,600. The contract with United Appraisal Company calls for the work to be undertaken this coming summer and fall so that the new assessments will be reflected in the tax bills normally due in November, 1981 and April, 1982; thus, the new assessments will be the basis for the revenue to be raised for the fiscal year beginning on July 1, 1981.

Under the re-assessing policies now being employed by the State Department of Revenue a re-assessment would be necessary for the fiscal year beginning July 1, 1982 anyway; thus, this Article advances by one year the State mandated program.

The need to re-assess in this year and the reasons for doing so are interwoven with the legal requirements of Proposition 2 1/2 which was approved last fall by a majority of both Massachusetts and Wayland voters. Proposition 2 1/2 requires that the total taxes raised by the Town for the upcoming budget year should not be more than 2 1/2% of the "full and fair cash value" of all real property in the Town. It also requires that the total taxes shall not

COMMENTS: exceed the current year's taxes by more than 2 1/2%. Thus, there are two major constraints on our budget and taxation process.

In order to meet the first constraint while still absorbing a reduction in automobile excise tax income, (Proposition 2 1/2 reduced that tax from $66 per thousand to $25 per thousand), an increase in the MBTA and County taxes, debt and pension requirements, cherry sheet distributions, etc., the Finance Committee set a budget target for operating budgets of 5% below the current year's rate of expenditures.

The need to re-assess deals with the second constraint under the State Department of Revenue's policies implemented in March of this year, the Department will allow only certain approved methods of establishing "full and fair cash value." As a matter of background, assessments in Wayland (based upon all 1980 actual residential sales) are now very close to 50% of market value. The current tax rate is $45; thus, if all property was re-assessed to 100% of market value, the tax rate would be $22.50 per thousand - just below the $25 per thousand limit under Proposition 2 1/2. The Department of Revenue, however, will not permit this arithmetic process to take place, Instead, it will, without a Town-wide re-assessment, permit only a 13% arithmetic factoring up in the State's "equalized valuation."

The amount of revenue produced by a 13% increase in Wayland's "equalized valuation" assessments would require a further $800,000 reduction in the proposed budget. Further, the lower level of Town services that results would not be a one time event. Increases in subsequent years are limited to 2 1/2% above the past year. The Finance Committee believes that the proposed budget and current level of expenditures are appropriate for the Town as a whole, that an additional $800,000 reduction in services is not desirable and that the re-assessment must therefore be completed promptly.

Under the proposed United Appraisal contract all properties will be inspected inside to assure the correctness of the Assessing Department's existing records. Each property owner will be advised of the proposed new assessment before the assessments are formally approved by the Board of

ARTICLE 3. APPRAISAL OF PROPERTY FOR REASSESSMENT -(Cont.)

COMMENTS: Assessors. The Board does not, however, anticipate a significant change in individual tax bills in many cases. Assessments will be about double and the tax rate will be cut roughly in half. In order to provide the Board of Assessors with time to review the work of United Appraisal, to provide for individual hearings, State approval, and final printing of the bills, it is anticipated that some delay in the bills due November 1, 1981 will occur. The bills normally mailed by October next will probably not be available until January, 1982. The resulting delay in receipt of taxes by the Town Treasurer will mean increased borrowings by the Town. Those expenses, together with the lost investment income, have been taken into account in the Town's operating budget for the coming year. Approval of the proposed expenditure will make possible the re-assessment and thus the tax revenue necessary to support the budget as now printed in the Annual Town Meeting Warrant.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 4. ACQUIRE MCMANUS PROPERTY

Proposed by: Board of Selectmen

Article 4. To see if the Town will authorize the Selectmen to acquire by purchase, exchange, eminent domain, gift, or otherwise, for highway and related purposes, the fee or any lesser interest in two parcels of land with the buildings and trees thereon on the Boston Post Road standing in the name of Wayland Associates containing 13,655 sq.ft. and 6,215 sq.ft. respectively, shown as Lots A and B on plate No. 23 of the Town Atlas as well as on a plan on file with the Town Clerk entitled "Plan of Land in Wayland, Mass. Property of Thomas F. McManus, Scale: 1 in. = 20 ft., dated Nov. 1930, by Rowland H. Barnes & Henry F. Beal, Civil Engineers" and filed in the Middlesex South District Registry of Deeds in Book 5531, Page 387, and more fully described as follows:

Beginning at a point on the Southerly sideline of State Road West at an iron pin at the intersection of said sideline and the property line between Lot A and Lot C, thence

S 01-12-00W,	one hundred fifty-four and 6/10 (154.6) feet more or less to the northerly sideline of Pelham Island Road, thence
Northeasterly,	three hundred eleven (311) feet more or less to the southerly sideline of State Road West, thence
Westerly,	two hundred ninety-eight (298) feet more or less by the southerly sideline of State Road West, to the point of beginning.

together with any or all rights, title and interest of the owner or owners of the above-described premises in the streets and ways adjoining the same; to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation from available funds, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Board of Selectmen to see if the Town will vote to acquire approximately 1/2 acre of land with the buildings thereon from members of the McManus family. The property is located at the intersection of Pelham Island Road and State Road West and consists of the Ford dealership building (including the antique store) and about 1/2 acre of land.

ARTICLE 4. ACQUIRE MCMANUS PROPERTY - (Continued)

COMMENTS: The Board of Selectmen would like the Town to acquire this property for highway purposes. If the Town were to acquire the land, the Selectmen would then cause the auto dealership building to be torn down and the intersection of Pelham Island Road with State Road West would be redesigned so that cars entering the State Highway would do so from a right angle intersection. At the same time, the roadway exiting from the new Town Building would be integrated into the new intersection, thereby eliminating what is felt to be a very awkward and even dangerous intersection.

The auto dealership building, while a landmark structure in Town, has essentially outlived its usefulness. As a practical matter, under existing zoning it would be highly unlikely that it could ever be put to any other use than an auto dealership due to the requirements of the site plan approval process. Even if the building were to continue as an auto dealership, it will require a new septic system. The basement under the building is presently full of water and the septic system is in noncompliance with the existing Board of Health regulations.

The owners of the land are presently involved in a court proceeding to divide the property. Consequently, a court appointed Commissioner has authority to sell the land. The Board of Selectmen has been negotiating with the Commissioner and hopes to have an agreed upon price (subject to Town Meeting approval) by the time of the Special Town Meeting. The Board of Selectmen will either have a full report for the Town Meeting on the proposed terms of purchase or the Article will be passed over.

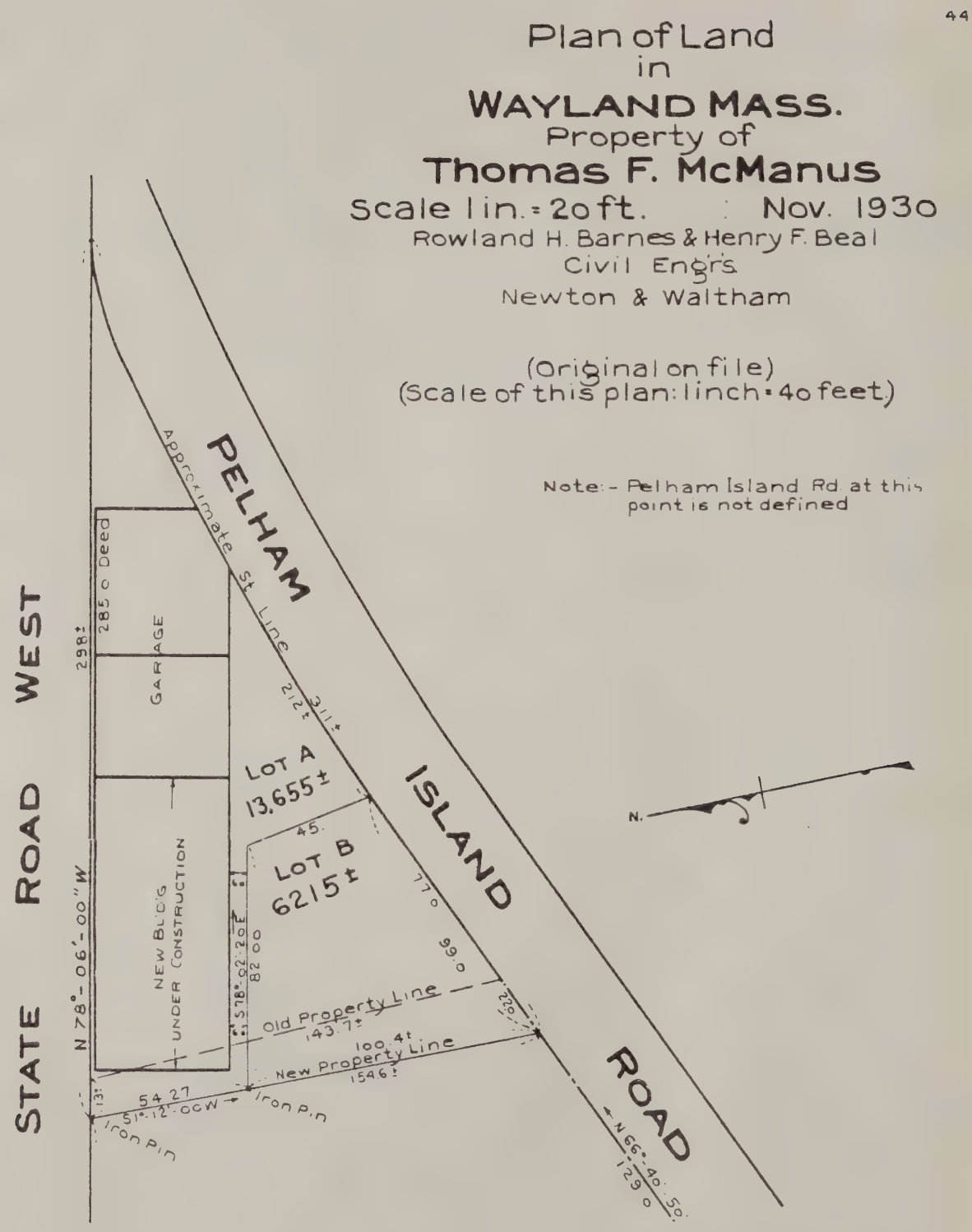
It is possible that when the intersection is redesigned there would be some land left which would not be needed and which might appropriately be sold to the owner of the abutting land on which there presently stand an empty gas station, the old body shop and the small red building now or formerly used as a tack shop. Any such sale by the Town to the abutter would, of course, be subject to prior Town approval.

ARTICLE 4. ACQUIRE MCMANUS PROPERTY - (Continued)

COMMENTS: Since the proposed acquisition is essential if the Town is to be able to correct the traffic problem in question and improve the amenities surrounding the intersection through appropriate landscaping, the acquisition of the land by the Town at this time is both necessary and desirable. If the land is sold to a new owner the Town may lose the opportunity to take this step for the foreseeable future.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 4. ACQUIRE MCMANUS PROPERTY



ARTICLE 5. CREATE ZONING BY-LAWS COMMITTEE

Proposed by: Planning Board and Zoning Board of Appeals

Article 5. To see if the Town will vote to establish a Committee regarding the Zoning By-Laws of the Town in accordance with the following specifications:

A. The Committee shall be known as the Zoning By-Law (or ZBL) Committee;

B. The purpose of the Committee shall be to propose one or more Articles to a Special Town Meeting to be held not later than the Fall of 1983, to change the current then existing Zoning By-Laws of the Town in the order of priority as listed:

1. A re-organization or re-structuring of the Zoning By-Laws of the Town without making any substantial procedural or substantive changes in such By-Laws; and

2. Other changes in the Zoning By-Laws of the Town incidental to subparagraph 1 above.

The principal focus of the Committee shall be on re-organizing and re-structuring the current Zoning By-Laws of the Town. Any other changes proposed shall be only incidental to the principal focus of the Committee and shall be for the purpose of modernizing the Zoning By-Laws in the light of the current General Laws of the Commonwealth, and shall not be intended to change either the character of the Town or its customary processes for implementing its Zoning By-Laws;

C. The Committee shall work to produce Zoning By-Laws so organized and written that they will be understandable to a layman; have logical groupings of topics; follow a logical progression; and generally enable a person to read what must be done, step by step, to comply with the Zoning By-Laws;

ARTICLE 5. CREATE ZONING BY-LAWS COMMITTEE - (Continued)

D. The Committee shall consist of nine members appointed by the following bodies: the Conservation Commission (one member), the Board of Health (one member), the Moderator (one member), the Planning Board (two members), the Selectmen (one member), the Zoning Board of Appeals (one member), the Wayland Businessmen's Association (one member), and the Wayland League of Women Voters (one member),

E. The chairman shall be elected by the Committee and shall be one of the two appointees of the Planning Board.

F. The Committee shall be authorized and directed to obtain technical advice in its drafting work, including assistance of Town Counsel, and to expend up to Five Thousand ($5,000.00) Dollars for this purpose;

G. Prior to the statutory hearings which the Planning Board would hold, the Committee shall hold at least two public meetings on its Article or Articles, in order formally to present its proposals to the Town, invite comment from voters, and have opportunities to make revisions.

to see if the Town will appropriate the sum of money referenced above to fund the activities of the Committee and to determine whether such appropriation shall be provided by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant jointly by the Planning Board and the Zoning Board of Appeals for the purpose of establishing a Committee to restructure the Town's Zoning By-Laws. The goal of the Committee's work will be to clarify and simplify the existing Zoning By-Laws such that they are significantly more understandable to a lay person, and that areas which appear to overlap or be in conflict are eliminated. It is not the intent to have this Committee recommend substantive changes to the Zoning By-Laws but rather to take one step at a time and to keep the initial focus on restructuring and clarification of the existing By-Laws.

ARTICLE 5. CREATE ZONING BY-LAWS COMMITTEE - (Continued)

COMMENTS: From an historical point of view, it was in the 1920's that the first law enabling the existence of Town Planning Boards was passed by the Commonwealth. Wayland's Planning Board was established in the mid 1920's and a Committee to recommend Zoning By-Laws was active in the early 1930's. Wayland was one of the first towns in the State to establish comprehensive Zoning By-Laws in 1934. During the ensuing 47 years, many modifications have been made by the Town with the result that there are many complaints from applicants as well as Town officials regarding contradictions, confusion and interpretation both with process and substantive areas in the Zoning By-Laws.

The Board of Selectmen, being the recipient of many of these complaints, fully supports this Article.

It is important to note that the work of the Zoning By-Laws Committee is expected to take up to two years to complete and that in the meantime it is not the intent of the proponents of this Article to have a moratorium on Zoning By-Law modifications or amendments. An appropriation of $5,000 will be requested for professional and technical assistance.

The Planning Board has held a hearing on this Article and will report its findings at the Town Meeting.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 6. AMEND ZONING BY-LAWS - HOUSING FOR PERSONS OF LOW INCOME

Proposed by: Housing Authority

Article 6. To see if the Town will amend its Zoning By-Laws by adding the following paragraph to Section V(d) in order to permit housing for persons of low income:

> "4. Subsidized multi-unit housing for persons of low income, such housing being more fully described in Chapter 121B of the General Laws, including adequate parking areas therefor, constructed by the Wayland Housing Authority, provided that no premises shall be used for such purpose unless the Town shall have authorized such use thereof by a two-thirds vote."

or take any action relative thereto.

COMMENTS: This Article and the two that follow relate to the continuing efforts of the Wayland Housing Authority to provide housing in Wayland for individuals and families of low income.

A few words of background: The Authority, which was created by Town Meeting vote in 1970, has been responsible, thus far, for State-funded construction of Bent Park housing for the elderly and handicapped containing 56 units; for administering a Federal rental subsidy program covering families and individuals; for obtaining a unique Federal grant for the purchase of 25 dwellings for rental to low-income families; and is now supervising a Federal grant for the reconstruction of the Cochituate School to supply another 56 units of housing for the elderly and handicapped. At present, the Authority has a waiting list of 350 elderly and 150 families of low income.

The Wayland Housing Authority now seeks permission to construct housing for the elderly and families of low income on a seven acre site on Doran Road which was acquired for this purpose by the Town over a period of years. The zoning amendment of 1972 permitting multi-unit housing in Wayland speaks only of "housing for elderly persons of low income." Until recently, State and Federal grants for housing of such limited occupancy were available. But, the ground rules of the funding agencies have been changed.

ARTICLE 6. AMEND ZONING BY-LAWS - HOUSING FOR PERSONS OF LOW INCOME - (Continued)

COMMENTS: It is no longer possible to obtain funding for construction of housing for the elderly of low income without the inclusion of a significant percentage of units for family use.

The Authority has applied for a U.S. Department of Housing and Urban Development grant for construction of 92 housing units on Doran Road - 84 units for the elderly and handicapped in six buildings of 14 units each and eight units for low-income families in two buildings of four units each. However, more than eight family units are required by HUD. Therefore, the application includes plans for an additional 20 family units to be built as four-unit "quadruplexes" on scattered sites throughout the Town. Sites might contain from one to three buildings each. These sites have not yet been decided upon although the Authority has a number of possibilities in mind. There would be a total, then, of 112 units for both elderly and families of low income.

The Authority points out that it contemplates family units of one and two bedrooms since the 25 dwellings will be available to serve the needs of larger families.

If the answer is positive on the HUD application, it will be necessary for the Authority to complete land acquisition plans for the family-unit, scattered sites within six months of the decision date. Purchase commitments and any needed rezoning must be concluded by that time. If these additional sites cannot be obtained within the six-month deadline, the entire application will be nullified and funding will be withdrawn.

Three Articles must be accepted at this point to allow the plan to proceed. Each requires a 2/3's vote. First, it is necessary to amend the Zoning By-Laws to allow certain parcels of land to be used for subsidized, multi-unit housing for families of low income. This Article requests that vote. Second, authorization must be voted for the Doran Road site to be used for this broadened purpose. This is contained in Article 7. Third, a vote is needed to transfer the Doran Road site to the Wayland Housing Authority for their use. This transfer is requested in Article 8.

ARTICLE 6. AMEND ZONING BY-LAWS - HOUSING FOR PERSONS OF LOW INCOME - (Continued)

COMMENTS: Approval of all three Articles is necessary for the development of the Doran Road site as outlined above. The Housing Authority will present further details at Town Meeting.

It is important to note that should the Town accept these Articles and should the Authority complete the 112 units now envisioned, Wayland will have reached a total of 298 units of low-cost housing out of a total housing stock of some 3,600 units in the Town. This is close to the 10% figure for low-cost housing set as a community goal by the State.

The Housing Authority is expecting a decision on the HUD application approximately May 1. If that decision is a refusal, the Authority will pursue State funding for the same proposal.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 7. AMEND ZONING BY-LAWS - HOUSING FOR PERSONS OF LOW INCOME ON DORAN ROAD

Proposed by: Housing Authority

Article 7. To see if the Town will authorize the use of the following parcel of land for housing for persons of low income, in accord with the provisions of Section V (d) 4 of the Zoning By-Laws. The parcel is located in the area between Doran Road, Lakeview Road, Main Street, and what was formerly Cross Street which is now land of Rowheder; it is shown on a plan entitled, "Plan of Land of Wayland, Mass. showing land to be used for Housing For Persons Of Low Income, March 23, 1981 Scale = 1 in. = 40 ft. Wayland Engineering Department" and more fully described as follows:

Beginning at a point on the southeasterly sideline of Pond Drive a the easterly sideline of grantors' premises said point being N 70-28-00 one hundred sixty-one and 43/100 (161.43) feet from the intersection of the westerly sideline of Main Street and the southerly sideline of said Pond Drive; thence

S 19-32-00 W,	One hundred and 00/100 (100.00) feet by land of Jens Nordquist; thence
S 70-28-00 E,	twenty-five and 00/100 (25.00) feet by land of said Jens Nordquist; thence
S 19-32-00 W,	one hundred forty and 00/100 (140.00) feet by land of said Nordquist, land owned by J.P. & D.L. Wescott and a portion of Curtiss Road to the southerly sideline of said Curtiss Road; thence
N 70-28-00 W,	seven and 05/100 (7.05) feet along the southerly sideline of Curtiss Road, by land of D.M. & E.J. Colontropo; thence
S 19-32-00 W,	fifty and 1/10 (50.1) feet by land of D.M. & E.L. Colontropo; thence
S 29-29-30 W,	eighty-two and 94/100 (82.94) feet, by land of Florence M. Hartin; thence
N 64-47-00 W,	four hundred thirty-two and 07/100 (432.07) feet by land of Ross, Leonard, Malger and Romikitis to land of Samuel Carideo; thence

N 19-32-0 E,	eighty-eight and 98/100 (88.98) feet by land of said Carideo to the southerly sideline of Curtiss Road; thence
N 70-28-00 W,	forty and 00/100 (40.00) feet by said Curtiss Road; thence
S 19-32-00 W,	eighty-five and 02/100 (85.02) feet by land of said Carideo; thence
N 64-47-00 W,	one hundred seventy and 78/100 (170.78) feet by land of Joseph J. and Jennie B. Romikitis, and Town of Wayland; thence
N 60-13-20 W,	fifty-one and 59/100 (51.59) feet to the easterly sideline of Cross Street; thence
N 31-06-00 E,	sixty and 00/100 (60.00) feet by said easterly sideline of Cross Street, thence
N 19-32-00 E,	two hundred eighty and 00/100 (280.00) feet by said easterly sideline of Cross Street to the northerly sideline of Pond Drive; thence
N 70-28-00 W,	ninety-four and 13/100 (94.13) feet by the northerly sideline of Pond Drive to the land of R.J. & C.L.B. Nichols; thence
N 19-32-00 E,	one hundred and 00/100 (100.00) feet by land of said Nichols; thence
S 70-28-00 E,	seven hundred twenty and 00/100 (720.00) feet by lands of R.J. & C.L.B. Nichols, Helen G. Beaumont, Cecil A. & Eileen A. Wareham, Helen M. McCormiskey, Michael H. & Yvonne P. Hannah, Jacob F. and Hazel M. Warsky, William T. & Catherine B. Metcalf, John A. and Irene M. Foster and William A. & Dorothy C. Rogers, thence

ARTICLE 7. AMEND ZONING BY-LAWS - HOUSING FOR PERSONS OF LOW INCOME ON DORAN ROAD - (Continued)

S 19-32-00 W,	one hundred forty and 00/100 (140.00) feet by land of Lee R. & Marie L. Layman and Pond Drive; thence
S 70-28-00 E,	forty-nine and 01/100 (49.01) feet by the southerly sideline of Pond Drive to the point of beginning;

or take any action relative thereto.

COMMENTS: See Article 6.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 8. TRANSFER OF DORAN ROAD SITE TO HOUSING AUTHORITY

Proposed by: Housing Authority

Article 8. To see if the Town will authorize the Selectmen, with the approval of the Finance Committee and of Town Counsel as to form, to sell, convey, abandon or otherwise dispose of to the Wayland Housing Authority and/or an entity designated by said Authority a vacant parcel of land with the trees thereon off Main Street containing 7.32 acres more or less and shown on Plates No. 47A, 47B, 47C, and 47D of the Town Atlas as well as on a Plan on file with the Town Clerk entitled, "Plan of Land of Wayland, Mass. showing land to be used for Housing For Persons Of Low Income, March 23, 1981 Scale = 1 in. = 40 ft. Wayland Engineering Department" and more fully described in Article 7, and to specify the minimum to be paid therefor, or take any action relative thereto.

COMMENTS: See Article 6.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, and by mailing or delivering a copy thereof addressed to each residence in the Town, fourteen days, at least, before the time appointed for such meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before May 19, 1981.

Given under our hands and seals this fifth day of May, 1981.

CATHERINE W. SEILER
L. THOMAS LINDEN
HERBERT N. ODELL, JR.
MARCIA P. CROWLEY
W. H. IRVINE

Selectmen of the Town of
Wayland

BERNICE G. SAMELSON
WILLIAM G. SEGAL
ROBERT S. SWAIN, JR.
JONATHAN STRONG
PAUL F. FOSKETT
KAREN E. BROTHERS
RUSSELL A. ASHTON

Finance Committee

INDEX - 1981 ANNUAL TOWN MEETING

		Page No.
Finance Committee Report		30
ARTICLE		
1.	Hear Reports	39
2.	Choose Officers	39
3.	Amend Wage and Salary Plan	40
4.	Transfers - Current Fiscal Year	42
5.	Raise and Appropriate - Budget	44
6.	Appropriate for Water Department	61
7.	Compensation of Elected Officers	62
8.	Authorize Treasurer to Borrow	63
9.	Authorize Selectmen to Sell or Trade	64
10.	Accept Gifts	65
11.	Exempt Positions from Chapter 31 of the General Laws	66
12.	Police By-Law - Noise Control	67
13.	Create Town Government Merger Committee	68
14.	Bikeway - School Street and Cochituate Road	69
15.	Sidewalk - Pemberton Road and Shawmut Avenue	71
16.	Amendment to Zoning By-Laws - Table of Dimensional Requirements	73
17.	Amendment to Zoning By-Laws - Table of Permitted Uses	77

ARTICLE		Page No.
18.	Amendment to Zoning By-Laws - Table of Permitted and Interchangeable Use	81
19.	Amendment to Zoning By-Laws - Area and Yard Requirements	88
20.	Amendment to Zoning By-Laws - Board of Appeals Power to Re-Open a Case	90
21.	Accept Streets	92
22.	Amendment to the Minuteman Regional School Agreement	94
23.	Resurfacing Sections of Old Sudbury Road, Old Connecticut Path (East & West), and West Plain Street	95

APPENDIX

A.	Town Employees' Salaries	98
B.	School Employees' Salaries	105
C.	Elected Officials' Salaries	109
D.	Capital Planning Committee	110
E.	Salary and Wages ($20,000 or more)	115
F.	Mass. General Laws - Article 11	117

INDEX TO BUDGET

General Government	46
Protection	50
Health Department	53
Highway Department	54
Welfare - Veterans' Benefits	53
Schools	55
Libraries	56
Park and Recreation	57
Unclassified	59
Maturing Debt and Interest	60

FINANCE COMMITTEE REPORT

THE BACKGROUND

Budget preparation this year has been dominated by the fact of Proposition 2 1/2, its complexities and the limitations it has imposed on Town expenditures. The major conditions which now control Wayland's financial choices as a result of 2 1/2 are these:

1. Ceiling on taxes - total property taxes raised are limited to 2 1/2% of "full, fair cash value" of total real property in the Town. (The limitation does not apply to individual property taxes.)

2. Cap on tax increases - any property tax increase now and in future is limited to 2 1/2% over a previous year's taxes notwithstanding the allowable ceiling.

3. Decrease in motor vehicle excise revenues - excise tax is reduced from $66 to $25 per thousand of automobile valuation.

4. Loss of School Committee fiscal autonomy - total school appropriation is voted by Town Meeting but the School Committee retains its autonomous power to decide uses of the appropriation.

It should be noted that the concern of Proposition 2 1/2 is total taxes raised, not total monies appropriated. This means that expenditures supported by sources of revenue other than real estate taxes are not addressed by 2 1/2.

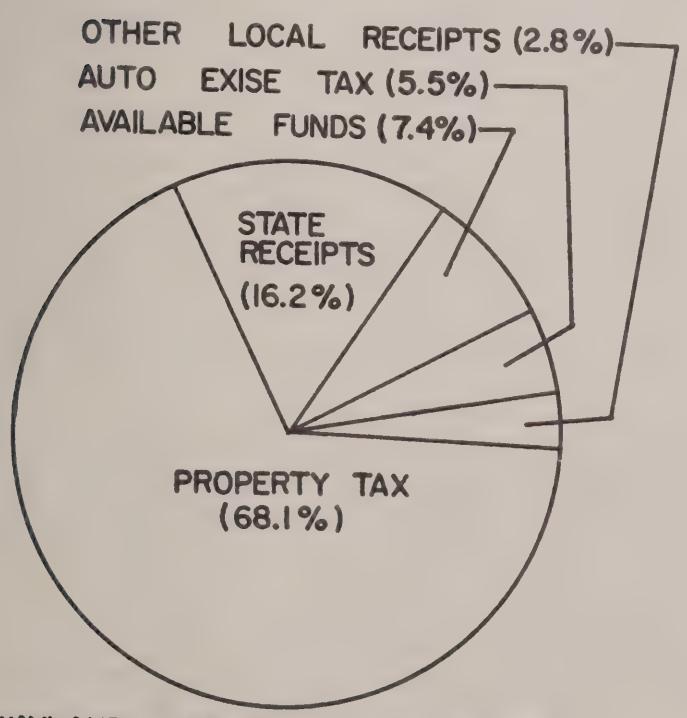
As the Finance Committee considered these strictures, it was keenly aware of the dilemma posed by the intention of 2 1/2 to measure taxes against the full market value of real estate and the State's requirement that tax calculations be based on assessments. The situation in Wayland is that our total taxes are, indeed, under 2 1/2% of total market value when properties are considered in light of current prices. For instance, a house assessed at $50,000 in Wayland is typically worth $100,000 or more on the market. At a tax bill of $2,250, the tax rate is 2.25% of full market value.

The problem is that our assessments reflect just about half of current value. Thus, in the real world, we are under 2 1/2%; in the world of State assessing regulations, we are over 2 1/2%. The practical result of this distinction is that if we can be considered under the 2 1/2% ceiling, taxes raised last year can be increased for the coming year by the permitted 2 1/2%, but if, on the basis of present assessments, we are

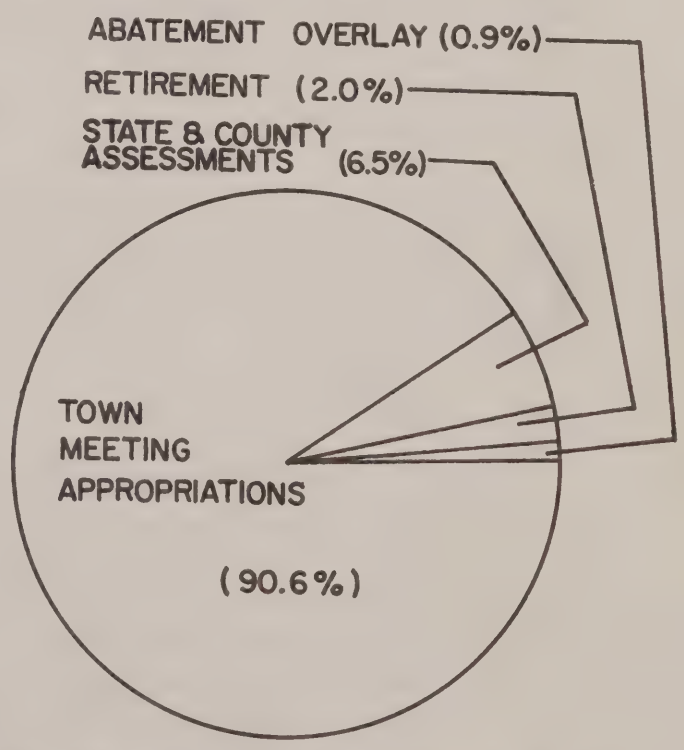
considered over 2 1/2%, we will be forced to cut last year's tax figure by some $557,000 to bring our taxes for the coming year down to 2 1/2% of the official assessment total. Furthermore, this reduced budget would become the base from which all calculation of the possible 2 1/2% annual tax increase would flow.

In justice to the Town, every possible method was pursued to reconcile this difference between market value and assessed value to assure Wayland the full degree of local control to which it is entitled under the mandate of Proposition 2 1/2. The only solution to our problem permitted by the State is re-assessment. But that response came to us after other far less complicated and less costly methods were rejected by the State - at the very moment when printing deadlines for the April Town Meeting were upon us. Town Meeting was, therefore, delayed to gain time for an evaluation of our position and to investigate the possibility of an immediate, speeded-up re-assessment. This issue was discussed in detail in a letter included in the Warrant mailed to residents in March.

Another critical item in considering the impact of 2 1/2 was the question of how much State aid could be expected. Every dollar of State aid sent to Wayland relieves the Town of the need to raise that dollar on the tax rate and, under Proposition 2 1/2, could preserve services provided by the Town. The assumption was ultimately made that we will receive the same amount of State aid next year as this year. Final word on this question will probably reach us at the end of summer.



WAYLAND INCOME FISCAL YEAR 1981



WAYLAND EXPENDITURES FISCAL YEAR 1981

THE BUDGET PROCESS

A fundamental point of view of the Finance Committee regarding the building of the budget has been that health, education and protection are priority services for the Town and that budget decreases must be reflected appropriately throughout the departments.

Following the November, 1980, election, the Finance Committee requested that, as a beginning, Town departments prepare informal, 10% decrease budgets which were to include all effects of inflation, contracted raises, mandated costs, etc. This decrease was a first-round estimate based on conservative judgments of excise revenue decline, State aid expectation, charges to the Town, fixed cost increases, etc. An assumption was also made that assessments would be increased. These 10% down budgets were to provide an understanding of how such decreases would impact the Town in different departments, which services might be curtailed or discontinued, where alternative methods of support might be created.

By the end of January, 1981, all 10% down budgets had been submitted and discussed with each department. The financial outlook had become more promising as a result of better information concerning charges to the Town, actual pension costs, excise tax revenue expectations, etc. Our level of optimism concerning correction of assessments had grown. At that time, the Finance Committee provided target budget figures for each department which were, for the most part, approximately 5% down. Some departments were reduced considerably more, some less. Total protection was increased. (More of that below.) Ultimately, the operating portion of the Town budget decreased 5.4%. However, when fixed costs are taken into account as shown by the chart on Page 38, the total reduction in budget is 3.0%.

It must be remembered that when a department is asked to reduce its budget 5%, the reduction must come from the controllable costs remaining after provision for the effects of inflation, fixed costs, etc. This means, practically, that a 10 to 15% reduction in service is the result of a 5% budget cut.

WHAT BUDGET CUTS MEAN

Wayland approaches the era of 2 1/2 having made successful efforts over the past few years to operate tightly and to limit taxes - without any external mandate. There is, thus, little "fat" left to find: expenses have been trimmed to essentials and maintenance deferred or minimized. Cuts, thus, represent reduction in service.

WHAT BUDGET CUTS MEAN - (Continued)

This coming year a total of 39.5 personnel will be cut including 34.5 in the School Department, two Policemen, one person each from Highway and Library and one or more from General Government. Four and a half nursing positions will be removed from the Town's payroll as a result of alternate arrangements described below. In addition, some 20 part-time and seasonal positions will either be phased out or sustained by fee supported programs of the Park and Recreation Department which are described below. These reductions must be put into the context of the reduction of 74 people in the last three years preceding this one.

Reductions in service include: Board of Health: no more garbage collection; Town Building: evening use limited to Monday and Tuesday nights only; Town Offices: fewer personnel may lead to slower disposition of the Town's business and delayed response to the public's needs; Park and Recreation: recreation programs shifted to fee support (details below); Library: elimination of special programming, purchase of many fewer books; Planning Board and Conservation Commission: access to professional consultation severly reduced; Highway Department: major equipment purchase deferred, oiling of roads and culvert and stream clean-up eliminated this year.

PROTECTION - A New Service Begins

You will note that the only operating budget in the Town which has increased this year is that for total protection. The increase is due to the start-up costs for a fully operational Joint Communication Center in the Public Safety Building to serve both Police and Fire Departments. In addition, the JCC carries about $68,000 in costs previously reflected in other budgets. The JCC comes as a result of lengthy and detailed planning over the past few years, and is an important step forward for the Town. Equipment was funded by an appropriation of $85,000 voted last year. It will be staffed by non-uniformed, civilian personnel specially trained for their task. The new service will release uniformed personnel for professional protection duty and will offer the use of the most efficient equipment available. One telephone number will serve townspeople for all emergency calls - fire, police, ambulance, and civil defense.

The manning level of the Police Department has been reduced by two Police Officers. The Selectmen believe that adequate protection can be afforded by this staffing pattern although they would much prefer an increased manning level and the flexibility it provides.

The Fire Department is being kept at its current level of staff in order to retain the same level of service now available and to keep the Cochituate Station operational to the fullest extent possible. However,

PROTECTION - A New Service Begins: - (Continued)

with the JCC, there is a substantial decrease in the Department overtime account.

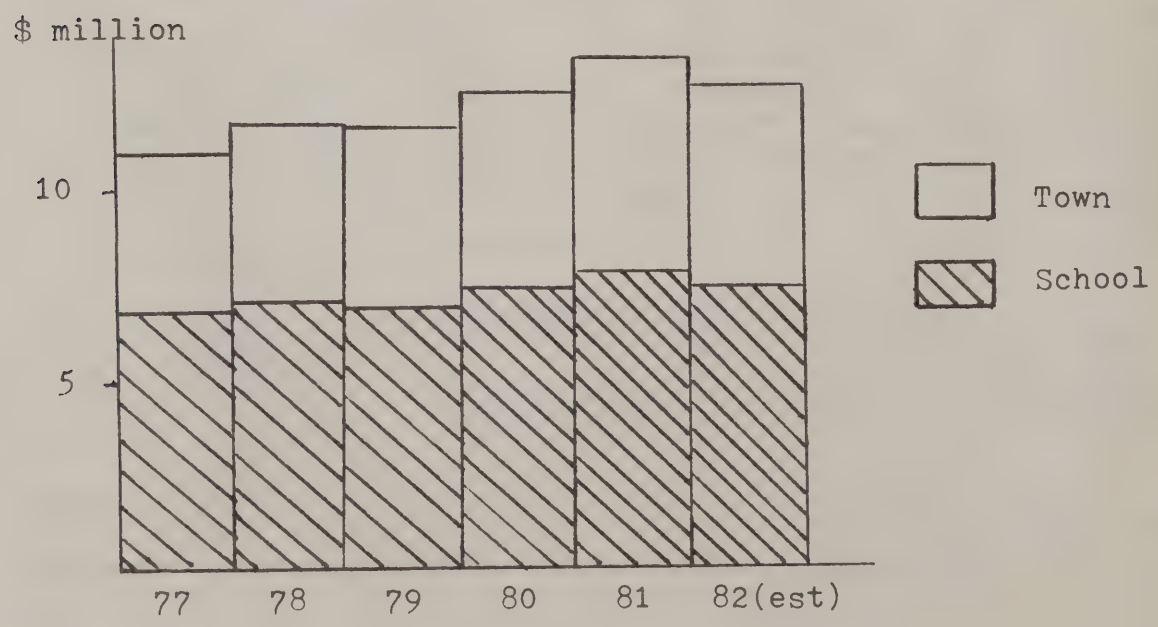
FEE SUPPORTED PROGRAMS:

You will see in the Park and Recreation budget an amount of $42,164 indicated as "Fee Supported Programs." This represents an estimated income to the Town for programs to be made available only by fee. Park and Recreation originally turned to this system a few years ago to provide recreation services for small groups of residents interested in special activities not of widespread interest. This year, programs which have been supported by taxes for many years, plus special programs, mini-camps and sports activities all will be made a part of the fee supported system.

The turn away from tax support by which all residents share the costs of facilities and activities seems to be an inevitable consequence of the squeeze on funds resulting from Proposition 2 1/2. It is not a turn which is entirely comfortable or universally seen as a benefit to the Town.

The Conservation Commission, too, is credited with an amount of $1,900 for the support of the Community Gardens. This program has been in operation for the past four years, originally offered and continuing to be offered on a fee basis.

Wayland Budget History



THE SCHOOLS and THE TOWN

The School Committee this year has found itself in a new relationship with the Finance Committee as a prelude to its altered connection to Town Meeting. This was not an adjustment easily or instantly achieved. However, over the past months, the Finance Committee and the School Committee have made this transition with continuing good will. The target budget was accepted and implemented by the School Committee and the School Department. It should be remembered that the School Committee retains its autonomy to make decisions within the appropriation voted by Town Meeting.

The existence of a superior school system is one of the hallmarks of Wayland and one of its most important attributes. The maintenance of such a system remains a primary goal within the Town. The Finance Committee strongly supports that goal.

A CHANGE IN ARRANGEMENTS FOR NURSING SERVICES

Over the years, the Board of Health and Parmenter Health Center have had an informal arrangement by which nurses on the Town payroll were used for Town purposes - School and Board of Health Special Clinics - as well as for various services adminstered by the privately-funded Parmenter Center but for which the Town was reimbursed. For some time, the Trustees of Parmenter and the members of the Board of Health have been trying to work out an arrangement whereby the nurses will be employed by Parmenter and the services needed by the Town would be provided by contract as needed. This would solve administrative and certification problems which have been growing in the wake of increased government regulation. In addition, the Town will no longer be responsible for fringe benefits for nursing personnel.

BUDGET FORMAT CHANGE

Each department's budget now carries one numbered line for the total salary amount. While specified salaries making up the total are indicated line by line, the vote will be taken on the total sum only. This will alleviate the legal difficulty that results when, for instance, a retiring employee is replaced by another person at a lower classification, thus making the subaccounts out of balance.

ENERGY COSTS and CONTAINMENT

Some $600,000 is being spent this year by the Town on energy. And it is not possible to predict an end to this rising cost. In an effort to come to grips with this problem, the Town is being asked to create an energy study committee. This is an outgrowth of an existing ad hoc Selectmen's committee which was responsible for developing energy

ENERGY COSTS and CONTAINMENT - (Continued):

conservation measures for the Town Building. It is hoped that continuing attention to this concern will enable the Town to relieve some of the burden which energy costs place on the budget.

ARTICLES

The only Articles recommended for action which require funding are those which the Finance Committee feels cannot be delayed. Further, all except two of them entail some form of expected reimbursement to the Town.

A WORD OF CAUTION

The unremitting pressure of tightening budgets and decreased flexibility in services available in the Town is creating an effect which cannot be seen in budget projections and cannot be defined in terms of effect on the tax rate. That is the declining level of support services available to volunteer Town government participants. Wayland has benefited immensely from the involvement of scores of highly competent individuals who devote time and energy to Town affairs without cost of any kind to the Town. They are the lifeblood of Wayland's government. As they find it more and more difficult to fulfill their tasks because of a lack of assisting personnel, volunteers are less and less willing to remain involved. There may be no easy answer to the problem, but it is an issue we do well to be concerned about if we hope to preserve the character of Wayland as we now know it.

A NOTE OF APPRECIATION and THANKS

The entire Town owes a debt of gratitude to volunteer Town officials and to Town employees, all of whom have cooperated endlessly and without complaint during this trying period. None has found this task easy and only the good will of all concerned has allowed us to respond constructively to the endless series of problems which arose during budget preparation.

Particular thanks to the Town Accountant, the Administrator for Finance, the Executive Secretary, and his staff. They are the stalwart support of the Finance Committee and make these efforts possible.

TABLE I

Wayland Income and Expense Statement

	FY 1980	FY 1981	Projected FY 1982
Budget	$12,344,000	$13,012,000	$12,623,082
Articles	+ 172,000	+ 624,000	+ 524,137
TOTAL TOWN EXPENSE	12,562,000	13,636,000	13,147,219
Net "Cherry Sheet"	- 1,455,000	- 1,185,000	- 1,099,513
	11,107,000	12,451,000	12,047,706
Overlay Expense	+ 119,000	+ 131,000	+ 105,000
	11,226,000	12,582,000	12,152,706
Federal Revenue Sharing	- 202,000	- 192,000	- 195,333
Net to be Raised by Town	11,024,000	12,390,000	11,957,373
Estimated Receipts	- 927,000	- 1,264,000	- 940,000
Net to be Raised	10,097,000	11,126,000	11,017,373
From Available Funds	- 124,000	- 744,000	- 388,700
To be Raised from Taxes	9,973,000	10,382,000	10,628,673
Assessed Valuation	223,619,000	230,705,328	456,500,000 (Full Value)
Tax Rate--Total Costs ÷ Valuation X 1000	$44.60	$45.00	$23.30 (Full Value)

NOTE: The assessed valuation figure and the projected tax rate are based on the assumption of a completed reassessment with an estimated doubling of values.

TABLE II

Five Year Historical Budget Summary

Fiscal Year	School	Town	Total	Increase	%
1982(Est)	$7,264,300	$5,358,782	$12,623,082	$-389,015	-3.0
1981	7,648,940	5,363,157	13,012,097	668,205	5.4
1980	7,202,723	5,141,169	12,343,892	819,676	7.1
1979	6,862,604	4,661,612	11,524,216	8,784	-0.07
1978	6,960,000	4,573,000	11,533,000	659,000	6.1

TABLE III

Town Revenues, Exclusive of Real Estate Taxes

	FY 1977	FY 1978	FY 1979	FY 1980	FY 1981 Est.
Auto Excise Taxes	560,000	635,000	639,939	845,094	485,000
Fees, Fines, Interest,etc.	208,000	306,000	287,014	419,004	455,000
Federal Revenue Sharing	248,000	202,000	201,950	192,171	195,333
Net Receipts from State (Cherry Sheet)	923,000	1,030,000	1,454,900	1,110,028	1,099,513
TOTAL REVENUES	1,939,000	2,173,000	2,583,803	2,566,297	2,234,846
Raised from Taxes	9,940,000	10,396,000	9,973,000	10,453,320	10,628,673

WARRANT FOR ANNUAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

* * * WARRANT * * *

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of G.L. Chapter 51, Section 1, to meet in the Field House of the Wayland High School on

TUESDAY, MAY 26, 1981, at 7:45 P.M.

to act on the following Articles:

Notice: It is the intention of the Finance Committee to request of the Town that if adjourned meetings be necessary to complete the action on the Warrant, they be held Wednesday, May 27, Thursday, May 28, Monday, June 1, Tuesday, June 2, and Thursday, June 4, 1981.

* * * * * * * * * * *

ARTICLE 1. TO HEAR REPORTS

Article 1. To receive and act upon reports of Town officers, agents trustees, commissioners, boards, and committees; or take any action relative thereto.

ARTICLE 2. TO CHOOSE OFFICERS

Article 2. To choose Town officers, agents, trustees, commissioners, boards, and committees not elected by the official ballot.

ARTICLE 3. AMEND WAGE AND SALARY PLAN

Proposed by: Personnel Board

Article 3. To see if the Town will vote to amend the Wage and Salary Classification Plan previously adopted by the Town by deleting the entire Article II, Section 1 of said Plan and substituting in place thereof Appendix A of the Report of the Finance Committee for the 1981 Annual Town Meeting, and by establishing effective dates for such amendment; or take any action relative thereto.

COMMENTS: The Wage and Salary Classification Plan presently in effect was originally approved by the Town in March, 1972. Subsequently it has been amended annually at Town Meetings to reflect the Wage and Salary increases necessary to maintain competitive pay levels and the results of collective bargaining with the several Town unions. Other changes have been incorporated to include additions to or changes in benefit plans for Town employees.

Obviously a complete review of the Plan is long overdue. This has been accomplished and will be presented to the Selectmen and the Finance Committee for review and public hearings. We anticipate the revised Plan will be presented at the next Town Meeting.

At present there are seven bargaining units representing various groups of Town employees. During Fiscal Year 1981 negotiations were conducted with six of these units and contracts executed.

Four contracts are for a two-year period: Clerical, Police, Water, and Park & Recreation. Each of them provides salary increases of 8-1/2%, effective July 1, 1980, and 8%, effective July 1, 1981. In addition, the Park & Recreation contract includes a first-year adjustment of the hourly rates averaging about six cents an hour to approach parity with the Highway pay scales.

The remaining contracts reviewed, the Highway and School Crossing Guards, provided an 8% increase and expire June 30, 1981. The contract with the Fire unit also expires on this date. Negotiations with these three unions are going on at this time.

COMMENTS: The pay scales for non-union positions, other than those of department heads and central administrative employees, were increased 8-1/2% as of July 1, 1980. The latter, all covered by the "G" Schedule, are now subject to a review of performance on the job on their individual anniversaries of appointment to their present positions. Merit salary increases depend on their supervisor's evaluation with limitations on the maximum permissable increase established by the Personnel Board.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 4. TRANSFERS - CURRENT FISCAL YEAR

Proposed by: Finance Committee

Article 4. To see if the Town will appropriate a sum of sums of money for the operation and expenses of various Town departments for the current fiscal year; to determine whether such appropriations shall be provided by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; and to determine what Town officer, board or committee or combination of them shall be authorized to expend the money or monies appropriated therefor; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Finance Committee for the purpose of taking care of certain budget overruns that have occurred during the current fiscal year (FY'81). Each year there are unforeseen circumstances which lead to the necessity to appropriate funds from Excess and Deficiency, or to transfer from existing funds to various accounts that have been (or will be by the end of the fiscal year) overspent.

TAX CAP: Motions to override the 4% Tax Cap Appropriation will be necessary as part of this Article. While the Tax Cap legislation expires as of June 30, 1981, it is still necessary to take this action on all appropriations for the current fiscal year.

This year there are eight specific transfers required as follows (each of which will be the subject of a motion):

1. $70,000 for the Special Needs Program in the School System. The original amount available was $212,000. These costs are related to the out of town tuition and transportation for special needs students.

2. $44,000 for the Town Counsel account. In recent years, the demand for legal services has steadily and sharply increased. This year is no exception.

3. $40,000 for increased insurance costs. The premiums for the Town's fire, theft, vehicle fleet, workmen's compensation, and other general insurance (non-health) have increased sharply in the past two years.

COMMENTS:

4. $7,500 for increased electricity costs for street lighting.

5. $7,500 for increased costs of gasoline for Town vehicles - primarily Police cars.

6. $4,000 for increased electricity costs in the Public Safety Building.

7. $7,500 for increased fuel oil costs for the Public Safety Building.

8. $26,000 for school bus gasoline, and heating oil and electricity costs for School buildings.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 5. RAISE AND APPROPRIATE - BUDGET

Proposed by: Finance Committee

Article 5. To see what sum of money the Town will appropriate for the operations and expense of the Town and to determine how such appropriations shall be provided; or take any action relative thereto.

COMMENTS: The following is a budget summary of the motion the Finance Committee expects to make under the Article. See the Finance Committee Report for additional budget information.

BUDGET SUMMARY

	Appropriated Fiscal Year 1980	Appropriated Fiscal Year 1981	Budget Fiscal Year 1982	Per Cent Increase
General Government	$ 666,394	$ 852,649	$ 804,636	-5.6
Protection	1,214,541	1,305,281	1,358,522	+4.0
Health	228,961	254,983	237,838	-6.7
Highway	675,202	791,111	609,892	-23.0
Veteran's Benefits	12,700	12,700	11,430	-10.0
Schools	7,202,723	7,490,639	7,120,000	-5.0
Regional Voc. School	180,442	158,301	144,300	-8.8
Libraries	189,975	219,891	212,000	-3.6
Park & Recreation	323,497	327,458	278,468	-10.3
Unclassified*	579,395	629,700	867,692	+38.0
Fee Supported Programs			48,764	--
Debt & Interest	1,070,062	969,384	929,540	-4.1
TOTALS	12,343,892	13,012,097	12,623,082	-3.0

*Includes:	Insurance on Public Bldgs.	+39,000	+25
	Health Insurance, Employees	+100,000	+44
	Street Lighting	+12,500	+26
	Pensions	+14,564	+130

1981 Highway Budget included 146,000 for one-time Capital Expenditures.

1982 Park & Rec. Budget - Significant program costs supported by fees.

MOTION UNDER ARTICLE 5

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 5 at the Annual Town Meeting, as follows:

> That all employees in the Wayland Town Building, the Public Safety Building and the Cochituate Town Building, other than elected officials and those of the School Department, come under the supervision of the Executive Secretary, and that he be charged with the operation, maintenance, and administration of these buildings, the equipment and their grounds; except as to the Wayland Town Building, the Executive Secretary shall be responsible also for its use;
>
> The operation of the dumps be under the supervision of the Road Commissioners;
>
> The appropriation under Conservation Commission for "Conservation Fund" be maintained as a fund against future purchases and not be expended without further direct vote of the Town;
>
> The Town Collector continue to act as Collector for the Water Department, and that all fees and penalties from whatever source be turned over to the Town as Town Income;
>
> The appropriation for "Hydrant Rental" of $16,000 for the Water Department granted in the Budget be transferred to "Water Available Surplus";
>
> The sum of $195,333 from "Revenue Sharing PL-94-488" be transferred from this account for application against the Police Department item "Salaries -- Patrolmen";
>
> The Office of the Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;
>
> All fees, wages, or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

FINANCE COMMITTEE BUDGET FOR FISCAL YEAR 1982
(July 1, 1981 - June 30, 1982)

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
GENERAL GOVERNMENT				
SELECTMEN:				
Salaries	$ 500	$ 500	$ 500	1
Expense	5,243	4,000	4,000	2
Out of State Travel	0	50	50	3
Real Estate Option.	0	950	450	4
	5,743	5,500	5,000	
CIVIL DEFENSE:				
Dir.Aux.Pol. - Salary . . .	1,200	1,200	1,200	5
Equip.- Ammo Supplies . . .	3,152	2,965	2,550	6
	4,352	4,165	3,750	
TOWN OFFICES:				
Salaries.	150,456	173,702	167,500	7
Expenses.	35,875	27,700	27,700	8
Equipment	7,950	4,820	6,000	9
Electricity	14,251	13,700	Joint Disp	10
Telephone	28,000	25,600	25,000	11
Gasoline.	38,094	28,400	30,000	12
Professional Services . . .	8,185	15,000	0	13
	282,812	288,922	256,200	
WAYLAND TOWN BUILDING:				
Salaries.	------	30,476	31,078	14
Bldg. Utilities	------	77,400	73,020	15
Bldg. Expense	112,606	13,500	10,902	16
	112,606	121,376	115,000	
OTHER TOWN BUILDINGS:				
Bldg. Expenses.	42,415	71,175	10,610	17
LOKER SCHOOL:				
Salaries.	------	------	15,600	18
Bldg. Expenses.	------	------	37,500	19
			53,100*	

*Entirely Reimbursed by Rents

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
DATA PROCESSING:				
D. P. Manager	$ 19,288	$ 21,500	$ 21,500	
Computer Operator	16,084	19,845	21,433	
Salary Total	35,375	41,345	42,933	20
Expenses:				
Forms and Supplies.	8,429	8,500	9,500	21
Engineering Fees.	584	2,400	1,850	22
Out of State Travel&Educ. .	2,349	1,700	1,325	23
Equipment:				
Computer Rental&Repairs . .	28,435	29,450	30,761	24
	75,169	83,395	86,369	
TREASURER-COLLECTOR:				
Salary:				
Treasurer-Collector	17,116	18,650	18,650	
Clerical Salaries	19,775	20,599	22,868	
Salary Total	36,891	39,249	41,518	25
Expenses:				
Operating Expense	947	1,000	1,130	26
Tax Title Expense	2,716	2,500	6,355	27
Deputy Collector Expense. .	800	1,000	1,000	28
Bond Issue Expense.	0	0	0	29
	41,354	43,749	50,003	
ASSESSORS:				
Salaries.	3,100	4,600	4,600	30
Clerical.	22,424	23,913	26,503	31
Expense	815	1,400	1,400	32
Professional Services	10,964	4,000	0	33
	37,303	33,913	32,503	
FINANCE COMMITTEE:	90	90	90	34
PERSONNEL BOARD:				
Expense	0	100	100	35
Adjustment Fund	5,816(Tr)	11,500	11,500	36
	5,816	11,600	11,600	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
TOWN COUNSEL:				
Professional Services. . . .	$ 58,200	$ 58,500	$ 58,500	37
Accrued Taxes.	1,500	1,500	1,500	38
Legal Expense.	1,500	1,500	1,500	39
	61,200	61,500	61,500	
REGISTRARS:				
Salaries	0	200	200	40
Listing.	1,042	1,800	900	41
	1,042	2,000	1,100	
TOWN CLERK:				
Salary	14,229	15,400	16,632	42
Add.Comp.-GL 41-S19G	400	400	400	43
Clerical	8,067	8,509	9,368	44
Expense.	495	1,150	1,100	45
	23,192	25,459	27,500	
ELECTIONS:				
Officers-Salaries.	1,362	1,600	550	46
Expense.	224	1,150	400	47
	1,586	2,750	950	
PLANNING BOARD:				
Clerical	0	0	0	48
Expenses	2,999	3,000	1,500	49
Professional Services. . . .	6,200	2,000	2,000	50
Aerial Mapping	7,665	7,000	0	51
Zoning By-Law.	1,450	1,000	750	52
Mainstone Evaluation	8,785	4,000	1,750	53
	27,099	17,000	6,000	
TOWN SURVEYOR:				
Salaries	44,298	48,905	56,861	54
Expenses	1,779	2,350	1,600	55
Master Survey Equipment. . .	7,998	0	0	56
	54,075	51,255	58,461	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
CONSERVATION COMMISSION:				
Conservation Admin.Salary.	$ 14,935	$ 16,500	15,600	57
Expense.	3,862	3,920	2,900	58
Appraisals	0	0	0	59
Professional Services.	2,965	4,000	3,500	60
Capital Improvements	1,096	0	0	61
Second-hand Truck.	0	3,180	0	62
Repair Damon Carriage Shed	4,952	0	0	63
	27,810	27,600	22,000	
Programs Paid Entirely from Fees:				
Community Gardens.	Incl. in Expense	Inc. in Expense	1,900	64
HISTORICAL COMMISSION:				
Professional Services.	295	500	300	65
Supplies	291	600	700	66
	586	1,100	1,000	
TOTAL GENERAL GOVERNMENT	804,250	852,549	804,636	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
PROTECTION				
POLICE DEPARTMENT:				
Salaries:				
Chief.	$ 28,745	$ 31,000	$ 30,199	
Lieutenant	21,754	23,307	24,089	
Youth Officer.	18,585	20,295	0	
Sergeants (5).	107,893	101,055	111,363	
Detectives (1)	16,288	17,428	18,914	
Patrolmen (15)	222,085	235,198	242,889	
Dispatchers (3).	25,235	38,159	Joint Dis	
Interns.	5,440	6,000	6,000	
Overtime	38,295	41,195	50,000	
Holidays	15,742	17,132	15,871	
Crossing Guards.	15,949	11,398	11,398	
Specials	2,375	2,568	2,568	
Court Time	6,000	6,900	6,900	
Clerk.	10,055	11,192	12,864	
Night Differential	5,692	5,692	4,236	
Total Salaries	540,137	645,019	537,291	1
Expenses:				
Operating Expenses	18,972	14,500	8,950	2
Uniform Expense.	7,479	8,400	8,240	3
Training Expense	4,572	5,000	5,000	4
Special Service Expense. . .	600	500	500	5
Crime Prevention	300	300	300	6
Out of State Travel.	510	600	600	7
Equipment:				
Police Cars Purchase	26,409	27,500	20,791	8
Police Cars Operating Exp. .	9,895	11,000	11,500	9
Misc. & Office Equipment . .	3,500	7,900	4,307	10
Discontinued Accounts:				
Youth Officer Safety	535	800	0	11
Total Police Department	$ 612,911	$ 645,019	$ 597,479	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
FIRE DEPARTMENT				
Salaries:				
Chief.	$ 26,163	$ 28,750	$ 28,500	
Deputy Chief	20,479	21,730	21,480	
Captains	57,393	60,218	57,786	
Firefighters	333,300	334,458	341,316	
Longevity.	------	------	3,700	
Incentive Pay.	------	------	15,100	
Overtime	50,800	61,959	30,000	
Call Back Pay.	7,966	8,000	8,000	
Holiday Pay.	22,447	21,120	21,090	
Call Men Hourly.	4,359	4,500	4,500	
Call Men Annually.	311	2,400	2,400	
Clerical - Part Time	1,498	1,500	1,500	
Total Salaries	524,716	544,635	535,372	12
Expenses:				
Operating Expense.	7,170	8,400	5,900	13
Ambulance Expense.	9,234	4,500	3,500	14
Fire Alarm Expense	3,487	3,500	2,000	15
Training & Education	1,499	1,700	1,700	16
Uniform Expense.	5,927	5,925	5,925	17
Out of State Travel.	274	300	300	18
Equipment:				
Misc. Equipment.	5,177	5,500	6,000	19
Equipment Maint.	-----	-----	3,000	20
New Pickup Truck	7,007	-----	-----	21
Total Fire Department	$ 564,491	$ 574,460	$ 563,697	
JOINT COMMUNICATIONS				
Salaries:				
Dispatchers Salaries	------	------	70,074	22
Expenses:				
Operating Expenses	------	------	12,245	23
Building Expenses:				
Maintenance & Repairs. . . .	------	------	23,345	24
Building Utilities	------	------	15,480	25
Total Joint Communications			$ 121,144	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
INSPECTION DEPARTMENT				
Salaries:				
Building Inspector.	$ 18,883	$ 20,250	$ 20,250	
Deputy Bldg. Insp..	10,020	10,000	400	
Wiring Inspector.	7,241	7,130	7,130	
Plumbing Inspector.	2,901	2,775	2,775	
Gas Inspector	3,321	3,565	3,565	
Clerical.	20,146	21,477	21,477	
Substitute Insp..	975	1,500	1,500	
Sealer Weights & Measures	250	250	250	
Total Salaries	63,737	66,947	57,347	26
Expenses:				
Building & Zoning Expense	4,164	2,810	2,000	27
Inspectors Expense.	1,271	1,685	1,685	28
Zoning Board of Appeals	543	550	550	29
Sealer, Weights & Measures. . . .	-----	50	50	30
Out of State Travel	-----	-----	150	31
Equipment:				
Vehicle Expense	135	-----	660	32
Sealer Weights & Measures Equip..	-----	160	160	33
Dog Officer:				
Salary.	10,386	11,100	11,100	34
Operating Expense	813	1,300	1,300	35
Boarding & Vet Expense.	1,375	1,200	1,200	36
Equipment - New Vehicle	5,013	------	------	37
Total Inspection	87,437	85,802	76,202	
TOTAL PROTECTION	1,264,839	1,305,281	1,358,522	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
BOARD OF HEALTH				
BOARD OF HEALTH:				
Salaries:				
Board of Health Members. . . .	$ 150	$ 150	$ 150	
Secretary to Board	8,953	10,513	11,933	
Environmental Engineer	7,050	13,700	14,796	
Animal Inspector	630	630	630	
Detached Social Worker	22,747	24,600	25,900	
Asst.to Det.Social Worker. . .	11,899	13,181	15,021	
Health Inspector	6,964	8,402	9,074	
School Physician.	3,000	3,000	Contract	
Nursing Aids	11,276	12,918	Contract	
Public Health Nurses	66,288	70,645	Contract	
Total Salaries	138,957	157,739	77,504	1
Expenses:				
Bd.of Health Office Expense. .	4,146	4,090	3,090	2
Soc.Wrkr. Office Expense . . .	1,354	1,695	1,695	3
Travel in State	3,240	5,479	3,479	4
School Health.	1,581	1,710	Contract	5
Contractual /Professional Services:				
Framingham Youth Guidance. . .	27,259	30,000	30,000	6
Trinity Mental Health.	1,697	1,870	1,870	7
Mosquito Control	12,000	13,200	13,200	8
Garbage Collection	35,500	37,700	0	9
Water Quality Study.	3,713	1,500	1,500	10
Parmenter Nursing Care Contract	------	------	105,500	11
Total Board of Health	229,450	254,983	237,838	
WELFARE				
VETERANS' BENEFITS:				
Operating Expenses.	6,879	7,000	5,730	1
Other Expenses.	5,748	5,700	5,700	2
	12,627	12,700	11,430	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
HIGHWAY DEPARTMENT				
HIGHWAY DEPARTMENT:				
Salaries:				
Superintendent.	$ 23,903	$ 25,450	$ 26,450	
Clerical.	11,257	12,734	14,000	
Labor	178,771	149,569	254,442	
Labor Overtime.	6,666	7,490	39,000	
Total Salaries	220,597	195,243	333,892	1
Maintenance:				
Roads	52,667	68,793	44,000	2
Snow Removal.	53,598	137,290	54,000	3
Care of Landfill.	147,401	88,231	5,750	4
Road Surfacing.	10,000	10,000	0	5
Operating Septage Facility. .	0	0	12,000	6
Contractual Professional Services				
Landfill Engineering.		0	5,500	7
Equipment:				
Miscellaneous	7,566	7,000	7,000	8
2 New Plows	0	0	6,000	9
Front End Loader.	0	75,000	0	10
2 Pick Up Trucks.	0	16,000	0	11
Dozer Rental (Landfill) . . .	0	0	6,000	12
Equipment Rental.(Landfill) .	0	0	3,500	13
One Ton Dump Truck.	8,995	0	0	14
Hydraulic Sanders	22,385	0	0	15
3/4 Ton Fleet Side Truck. . .	6,577	0	0	16
Garage Repair	5,598	20,000	0	17
Maint. of Equip..	61,296	79,000	86,000	18
Maint. of Equip. (Landfill) . .	0	0	17,250	19
Building-Maintenance - Expense:				
Garage Addition	5,000	0	0	20
Highway Garage Repairs. . . .	11,662	0	1,700	21
Utilities	0	0	21,890	22
Highway Garage Maint.	19,957	23,400	5,410	23
Mini-Transfer Station	0	60,000	0	24
Spruce Tree Lane.	0	11,154	0	25
	633,299	791,111	609,892	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
SCHOOLS				
WAYLAND PUBLIC SCHOOLS:				
I Regular Instruction. . . .	$4,069,484	$ 4,146,838	$ 3,990,704	1
II Special Instruction. . . .	771,226	837,514	976,447	2
III Instructional Services . .	875,218	905,675	769,766	3
IV Operational Services . . .	1,211,062	1,293,264	1,086,178	4
V Policy-Admin. Services . .	280,802	298,749	291,905	5
VI Out of State Travel. . . .	7,894	8,600	5,000	6
	7,215,686	7,490,639	7,120,000	
REGIONAL VOCATIONAL SCHOOL. . . .	162,925	158,301	144,300	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
LIBRARY				
Salaries:				
Library Director.	$ 17,084	$ 18,350	$ 19,650	
Asst.Library Director	13,973	15,087	0	
Asst.Libr. - Professional	12,140	11,322	17,121	
Childr. Librarian	14,006	15,600	17,772	
Assts. - Non Professional	57,849	68,501	77,472	
Pages	7,147	7,726	6,834	
Clerks.	0	0	3,612	
Custodian	0	0	9,780	
Total Salaries	122,199	136,586	152,241	1
Operating Expense	22,200	24,555	23,400	2
Out of State Travel	0	250	500	3
Tuition Reimbursement	498	500	500	4
Refurbishing and Furniture.	2,013	1,000	0	5
Materials Purchased	36,800	42,000	35,359	6
Building Repairs	11,500	15,000	0	7
	195,210	219,891	212,000	
LIBRARY STATE AID PROGRAMS				
State Aid, Materials.	0	0	6,600	8
Total Library	195,210	219,891	218,600	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
PARK AND RECREATION				
PARK AND RECREATION:				
Salaries:				
Superintendent.	$ 21,561	$ 23,600	$ 25,000	
Asst. Superintendent.	15,470	15,470	17,598	
Labor	119,377	128,909	128,071	
Clerical.	10,461	14,272	16,211	
Lifeguards.	7,714	7,900	FeeSupport	
Beach Police.	2,330	2,646	FeeSupport	
Swim Instructors.	4,145	3,474	FeeSupport	
Beach Supervisor.	1,848	1,980	1,980	
Specialists	481	490	750	
Officials	2,108	1,299	750	
Playground Leaders.	4,809	4,368	FeeSupport	
Playground Supervisor	1,297	1,350	1,350	
Junior Leaders.	1,519	0	0	
Total Salaries	193,120	205,758	191,710	1
Expense:				
Repairs and Misc.	15,966	17,120	18,000	2
Materials and Supplies.	9,919	11,770	11,770	3
Uniform Expense	2,206	2,237	2,640	4
Beach Registration.	393	400	FeeSupport	5
Beach Expense	1,895	1,895	1,895	6
Tree Planting	66	1,000	1,000	7
Alpine Field.	1,620	500	FeeSupport	8
Play Apparatus Parts.	0	1,500	500	9
Recorder Service.	0	0	400	10
Travel.	347	400	400	11
Contract/Professional Services:				
Tennis Resurfacing Contract . .	0	7,000	5,000	12
Tree Trimming Contract.	10,967	13,000	13,000	13
Public Works Contract..	4,857	5,103	5,103	14
Dutch Elm Contract.	2,923	3,000	2,500	15
Tree Inventory Contract	0	800	0	16
Basketball Resurfacing.	0	0	4,500	17
Oil Beach Parking Lot	0	0	1,000	18
Out of State Travel	718	800	750	19
Equipment:				
Misc. Small Equip..	1,094	1,300	1,500	20
Truck	14,705	5,500	7,000	21
Docks	0	5,000	0	22
Front End Loader.	0	18,000	0	23

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
Flair Mower	$ 5,970	$ 0	$ 2,000	24
Repair Supplies & Equip.. . . .	15,966	4,075	3,300	25
Building, Repair, Maintenance Utilities Lighting.	4,120	4,500	4,500	26
	286,854	310,658	278,468	

Programs Paid Entirely From Fees

Fee Supported Programs.		16,800	42,164	27

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
UNCLASSIFIED				
Insurance - General	$ 154,318	$ 157,925	$ 197,000	1
Insurance - 32B	225,437	226,000	326,000	2
Unemployment Compensation (52,000Bal)	5,536	0	0	3
Street Lighting	43,964	48,500	60,000	4
Hydrant Rental.	16,000	16,000	16,000	5
Reserve Fund.	99,980	150,000	200,000	6
Town and Finance Committee Reports	10,034	6,900	10,000	7
Public Ceremonies	1,078	1,300	1,000	8
Town Meeting Notice	4,226	3,200	4,000	9
Surety Bonds.	981	1,000	1,000	10
Town Clocks	0	200	200	11
Council on Aging.	8,099	7,475	6,728	12
Pension-Non Contributory.	11,030	11,200	25,764	13
Pension Settlement Account. . . .	0	0	20,000	14
	580,682	629,700	867,692	

	Expended FY 1980	Appropriated FY 1981	Recommended Fiscal Year 1982	Item No.
MATURING DEBT AND INTEREST				
MATURING DEBT AND INTEREST:				
Interest:				
Miscellaneous.	$ 2,896	$ 0	$ 0	1
BAN Conservation.	0	2,258	0	2
FAN Septage	0	602	20,000	3
Anticipation of Revenue.	0	10,000	60,000	4
Schools:				
1960 - 1,100,000.	1,980	0	0	5
1971 - 3,850,000.	45,238	27,142	9,048	6
1972 - 1,050,000.	31,500	28,500	15,500	7
1976 - 900,000.	36,788	31,883	26,978	8
Conservation	4,208	1,679	600	9
New Town Building.	71,953	62,700	53,794	10
Maturing Debt:				
Schools:				
1960 - 1,100,000.	55,000	0	0	11
1971 - 3,850,000.	385,000	385,000	385,000	12
1972 - 1,050,000.	60,000	60,000	60,000	13
1976 - 900,000.	90,000	90,000	90,000	14
Conservation	77,041	79,620	13,620	15
New Town Building.	194,813	190,000	185,000	16
	1,056,417	969,384	929,540	
TOTAL BUDGET	12,442,239	13,012,997	12,623,082	

ARTICLE 6. TO APPROPRIATE FOR WATER DEPARTMENT

Proposed by: Water Commissioners

Article 6. To see if the Town will appropriate sums of money for the Water Department to be expended pursuant to the authority of the Water Commissioners; to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article provides funds according to the proposed budget below for the operation of the Water Department for the coming Fiscal Year 1982.

WATER DEPARTMENT

	Expended FY'80	Appropriated FY'81	Recommended FY'82
Salaries			
Commissioners (3)	$ 225	$ 225	$ 225
Superintendent	21,363	23,500	25,385
Labor	85,073	95,000	103,924
Town Office	20,371	21,913	24,136
Adjustment Fund-Salaries	-0-	4,763	-0-
Maintenance	126,707	148,440	181,390
Equipment - 1/2 Ton Truck	4,909	6,000	6,000
Special Budget Items			
New Well & Pumping Station	1,196	25,000	20,000
Purge Wells	-0-	-0-	20,000
Meter Renewal	-0-	5,000	-0-
Test Wells	800	-0-	-0-
Water Main Ext.	295	-0-	-0-
Total Water Department	$260,939	$329,841	$381,060

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 7. COMPENSATION OF ELECTED OFFICERS

Proposed by: Board of Selectmen

Estimated Cost: $22,107

Article 7. To see if the Town will fix the salary and compensation of all elected officers of the Town pursuant to G.L. Chapter 41, Section 108, and establish the effective date of such salary and compensation.

COMMENTS: Elective officers' salaries are not covered by the Wage and Salary Classification Plan and, therefore, must be established annually by the Town. Included under this Article are the salaries of the Selectmen, the Assessors, the Board of Health, the Water Commissioners, and the Town Clerk. The salary recommendations are as indicated in the budget. The Finance Committee recommends that they be made effective as of July 1, 1981. Appendix "C" of this report sets forth the individual salaries.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 8. AUTHORIZE TREASURER TO BORROW

Proposed by: Board of Selectmen

Estimated Cost: $60,000

Article 8. To see if the Town will authorize the Treasurer, with the approval of the Selectmen, to borrow monies from time to time in anticipation of the revenue of the fiscal year beginning July 1, 1981 in accord with the provisions of G.L. Chapter 44, Section 4, and Chapter 849 of the Acts of 1969, both as amended, and to issue a note or notes therefor, payable within one year, and to renew any note or notes that may be given for a period of less than one year in accord with the provisions of G.L. Chapter 44, Section 17, as amended.

COMMENTS: This is the regular Article inserted in the Warrant to provide authority for the Treasurer to borrow money in case of need pending collection of taxes in October, 1981 and April, 1982.

An additional $50,000 is included in this year's temporary note interest account, since it is expected that revaluation of property in Wayland will delay the setting of the tax rate and, therefore, may require the sale of temporary notes to fund Town operations until taxes are paid.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 9. AUTHORIZE SELECTMEN TO SELL OR TRADE

Proposed by: Board of Selectmen

Article 9. To see if the Town will authorize the Selectmen to sell or otherwise dispose of certain vehicles or equipment in connection with the purchase of new equipment or otherwise; or take any action relative thereto.

COMMENTS: Authorization by a vote of the Town is necessary in order to sell, trade or dispose of Town property valued at $200 or more. The following items are scheduled for disposal in FY 1982:

POLICE DEPARTMENT:

One (1) - 1978 Ford LTD - Four-door Unmarked Sedan
Three (3) - 1980 Ford LTD - Four-door Marked Sedans

PARK and RECREATION DEPARTMENT:

One (1) - 1974 Chevrolet El Camino Pick-up

WATER DEPARTMENT:

One (1) - 1978 Chevrolet 1/2 Ton Pick-up Truck

Funds for the purchase of new equipment for which the items listed above will be traded or sold are provided in the budgets of the individual departments.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 10. ACCEPT GIFTS

Proposed by: Town Counsel

Article 10. To see if the Town will accept property which has been tendered to it as a gift, bequest, devise or otherwise, including the gift more fully described below:

State Representative Gannett, $600

or take any action relative thereto.

COMMENTS: This is the regular Article by which the Town accepts gifts or conveyances. The Town Counsel will make a report and recommendations at the time of Town Meeting.

State Representative Gannett graciously donated $600 as Wayland's portion of the salary increase granted by the State Legislature to Legislators, which raise she chose to donate instead to each town in her district.

RECOMMENDATIONS: The Finance Committee recommends approval of the Article.

ARTICLE 11. EXEMPT POSITIONS FROM CHAPTER 31 OF THE GENERAL LAWS

Proposed by: Board of Selectmen

Article 11. To see if the Town will authorize the Board of Selectmen to petition the General Court of the Commonwealth of Massachusetts for legislation which will exempt the positions of Plumbing Inspector and Sealer of Weights and Measures in the Town from the provisions of Chapter 31 of the General Laws; or take any action relative thereto.

COMMENTS: This Article is a request by the Selectmen that the Town vote to remove from Civil Service two part-time positions of Plumbing Inspector and Sealer of Weights and Measures effective at a future date whenever the present inspectors leave these jobs. No change in working conditions is planned. Both positions were placed under Civil Service by State action and are the only positions in that category in the Town with the exception of the Police Department. Presently, the Sealer of Weights and Measures shares his time with another town where he is not covered by Civil Service.

If the positions remain covered by Civil Service, replacement of the current jobholders would be greatly complicated by the bureaucratic problems involved with examinations, Civil Service eligibility lists, etc. Furthermore, the slowness of the process might well mean the naming of an acting inspector with added paperwork and administrative costs. The possibility of sharing personnel with another town will probably be lost.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 12. AMEND POLICE BY-LAW - NOISE CONTROL

Proposed by: Board of Selectmen

Article 12. To see if the Town will amend Section 10 of Article 6 of its By-Laws by deleting the second sentence thereof, which reads:

> "The prohibition set forth in this Section of the By-Laws shall expire July 1, 1980."

so that said Section 10, as so amended, shall read in its entirety as follows:

> "Section 10. No person shall permit or cause both unreasonable and unnecessary noise to emanate beyond the premises from which it originates."

or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Board of Selectmen to see if the Town will vote to accept the noise by-law without the "sunset" provision now in effect providing for expiration of the by-law on July 1, 1981. The current by-law was voted by the Town in 1979.

According to Chief of Police John W. Phylis, this has been the most successful way thus far of controlling the noise problem in the Town. There has been no adverse comment on its use. Because of its success, Chief Phylis recommends that it be made a permanent part of the Town's By-Laws.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 13. CREATE TOWN GOVERNMENT MERGER COMMITTEE

Proposed by: Board of Selectmen

Article 13. To see if the Town will vote to establish a committee to be known as the Town Government Merger Committee, consisting of seven members, two appointed by the Selectmen, one by the Road Commissioners, one by the Park and Recreation Commissioners, one by the Moderator, one by the Personnel Board, and one voter who is not serving as a Town official, employee, or board or committee member, to be appointed by the Finance Committee; to charge this committee with the responsibility of determining what economies and/or efficiencies can be achieved by merging the functions of the Highway Department and the Park and Recreation Department; and to direct the committee, upon determining whether or not such a merger is feasible, to report the results of its study to the 1982 Annual Town Meeting and submit any Articles in the Warrant for said meeting for implementation of its recommendations; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Selectmen and incorporates suggestions by the Board of Road Commissioners and the Park and Recreation Commissioners.

For some years, various Town boards have considered informally issues that might arise from the possible merger of various Town Departments. The proposal presented to the 1980 Annual Town Meeting to enlarge a facility used by the Park and Recreation Department and Highway Department faced those issues but only indirectly. Voters at that meeting commented that greater economies might be available from a fully integrated operation, and did not approve the Article. While the garage facility is still in need of improvement, it seems advisable first to resolve issues concerning the merger and possible creation of a Public Works Department. Upon the final report of the Study Committee proposed in this Article and depending on the nature of its recommendations, the Town may again wish to consider the repairs to the garage. In the meantime, the Finance Committee believes a review of the desirability of a combined operation should be completed.

The objective of the Committee is to review the overall desirability of some combination, and to determine whether or not the merger of all or parts of the two Departments would result in better service to the Town, with more efficient operations. Depending on the outcome of the study, the Committee is to prepare any necessary Articles so that Town Meeting may implement the merger at the earliest practical date.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 14. BIKEWAY - SCHOOL STREET and COCHITUATE ROAD

Proposed by:	Sidewalk Committee
Estimated Cost:	Town - $6,500; State - $19,500
Effect on Tax Rate:	1.4 Cents

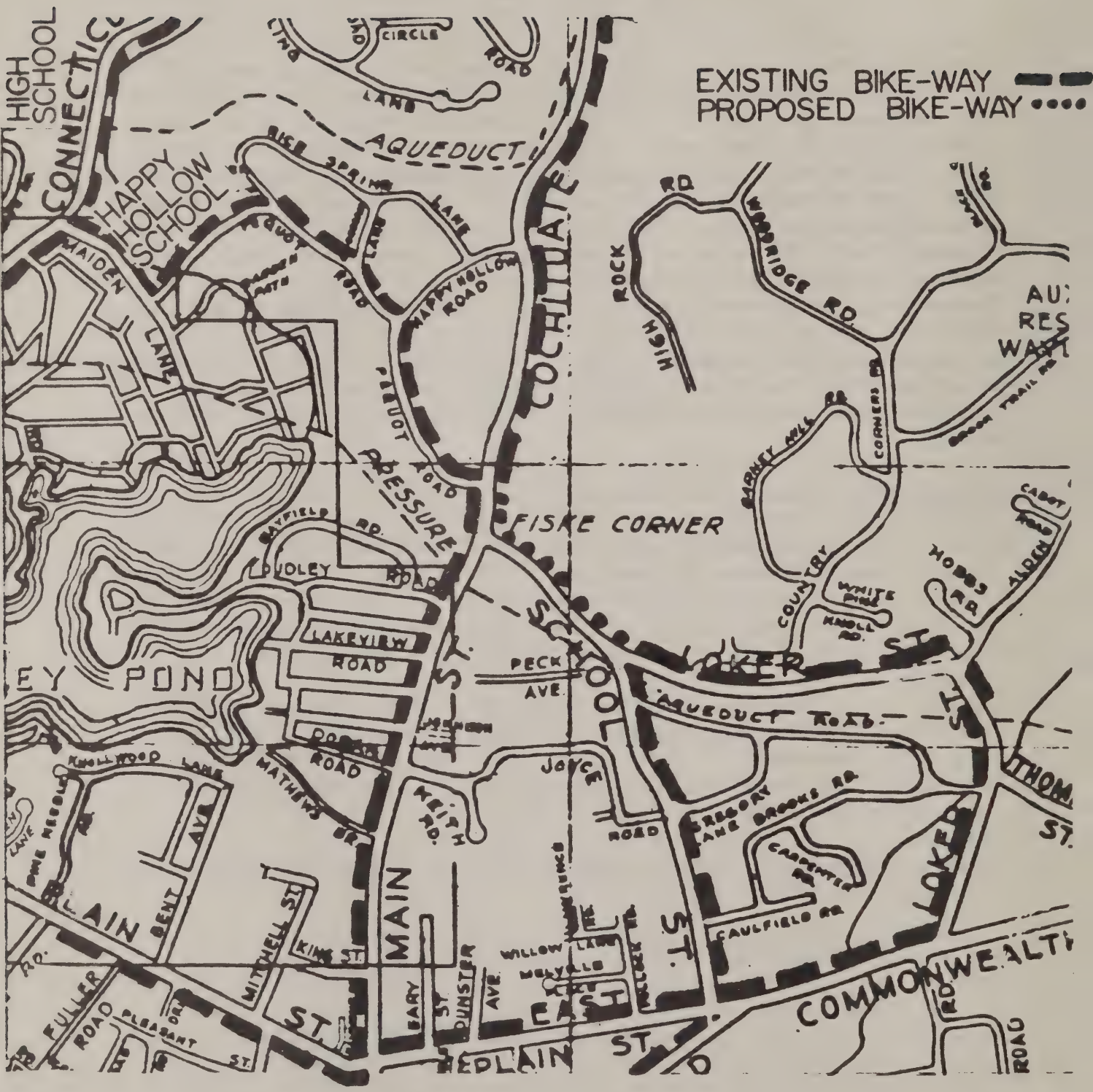
Article 14. To see if the Town will appropriate a sum of money for the construction of a bikeway in and upon School Street and Cochituate Road and upon parcels of land adjacent thereto, beginning at the intersection of School Street with Loker Street, thence running northwest along School Street to Cochituate Road, thence north along Cochituate Road to an existing bikeway opposite Pequot Road; to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing under the authority of the General Laws, or otherwise; and to authorize the Board of Road Commissioners to expend the monies for the purposes set forth above, but only if the Commonwealth of Massachusetts shall have agreed to reimburse the Town for not less than 75% of the costs of such construction; or take any action relative thereto.

COMMENTS: This Article is inserted by the Sidewalk Committee to see if the Town will appropriate $26,000 for the construction of a bikeway on the north side of School Street and on the east side of Cochituate Road which would be the last link in a continuous bikeway running north to the Lincoln line. It would serve as a safe access to school routes as well as a means of recreation and pedestrian travel.

The Sidewalk Committee advises that they will apply for State reimbursement for 75% of the cost, or $19,500, leaving the Town with a total cost of $6,500 for the project. If the State does not agree to the reimbursement, the bikeway will not be built.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 14.


EXISTING BIKE-WAY
PROPOSED BIKE-WAY
HIGH SCHOOL
CONNECTICUT
HAPPY HOLLOW SCHOOL
AQUEDUCT
CIRCLE
ROAD
LANE
BIKE SPRING LANE
HAPPY HOLLOW ROAD
MAIDEN LANE
PRESSUREY ROAD
COCHITUATE
ROCK HILL RD.
WOODRIDGE RD.
BARNEY HILL RD.
CORNERS RD.
FISKE CORNER
BAYFIELD RD.
DUDLEY ROAD
LAKEVIEW ROAD
PECK AVE.
SCHOOL ST.
LOKER ST.
AQUEDUCT ROAD
COUNTRY
WHITE PINE
KNOLL RD.
HOBBS RD.
ALDEN
CABOT
EY POND
KNOLLWOOD LANE
MATHEWS DR.
JOYCE ROAD
KEITH RD.
GREGORY LANE
BROOKS RD.
CARPENTER RD.
CAULFIELD RD.
MAIN ST.
MITCHELL ST.
KING ST.
WILLOW LANE
MELVILLE
BARY ST.
DUNSTER AVE.
EAST ST.
COMMONWEALTH
FULLER ROAD
PLEASANT ST.
REDLAIN ST.

ARTICLE 15. SIDEWALK - PEMBERTON RD. and SHAWMUT AVE.

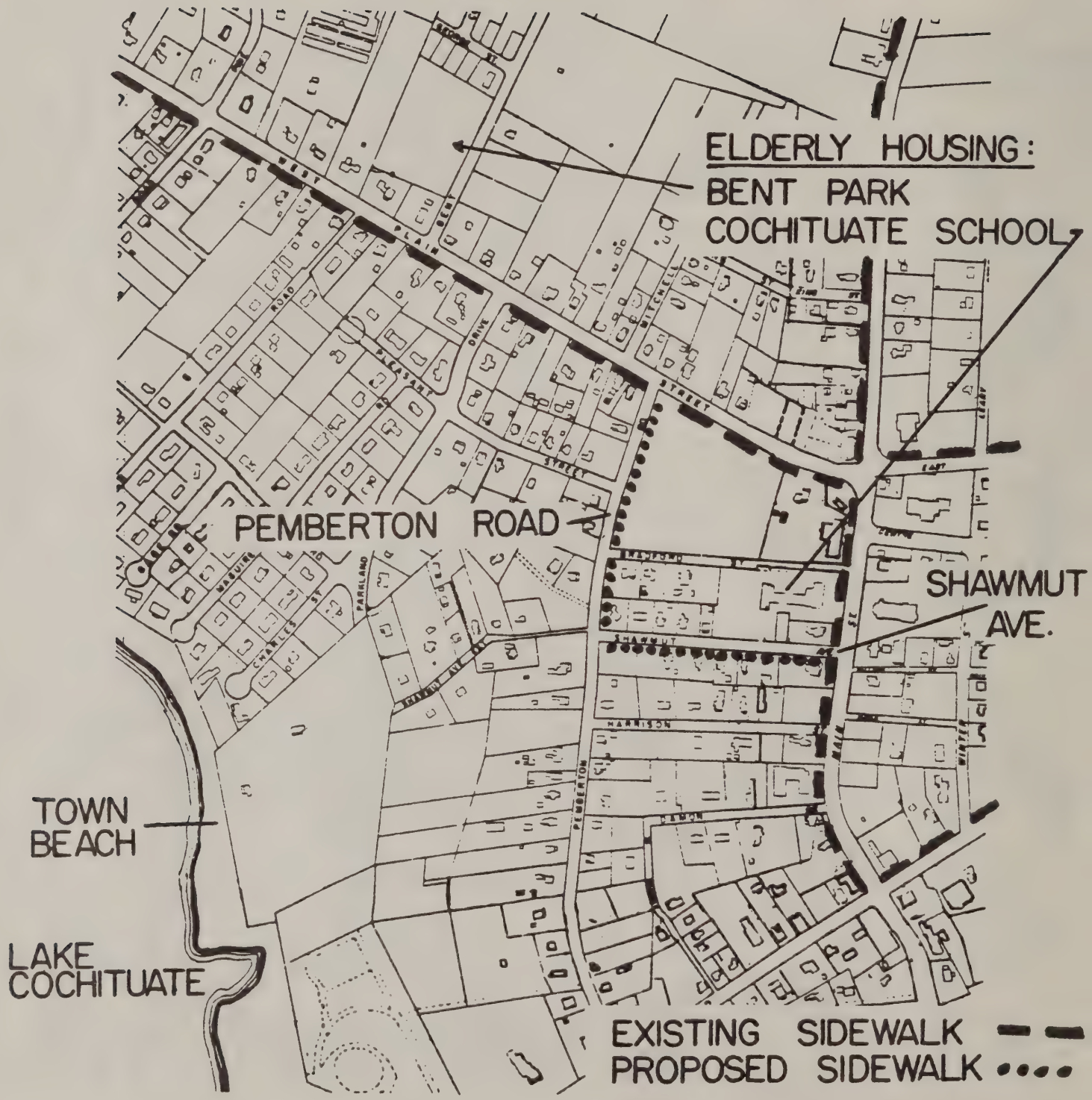
Proposed by:	Sidewalk Committee
Estimated Cost:	$13,000
Effect on Tax Rate:	2.9 Cents

Article 15. To see if the Town will appropriate a sum of money for the construction of a sidewalk in and upon Pemberton Road and Shawmut Avenue and upon parcels of land adjacent thereto; new construction beginning at the intersection of West Plain Street and Pemberton Road, thence southerly along Pemberton Road within the existing fence along the ballfield, across Bradford Street to the southerly side of Shawmut Avenue, thence easterly along the southerly side of Shawmut Avenue with reconstruction of the existing sidewalk; to determine whether such appropriation shall be provided by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, or by borrowing under the authority of the General Laws, or otherwise; and to authorize the Board of Road Commissioners to expend the monies for the purposes set forth above; or take any action relative thereto.

COMMENTS: This Article is a request by the Sidewalk Committee for the appropriation of $13,000 for construction of a sidewalk along the east side of Pemberton Road from West Plain Street to Shawmut Avenue, and reconstruction of an existing sidewalk on the south side of Shawmut Avenue from Pemberton Road to Main Street.

This work is being proposed at this time as a needed neighborhood improvement to tie-in with the present renovation of the Cochituate School into apartments for the elderly and handicapped of low income. The sidewalk will provide all residents of the area a safe, easily usable pedestrian path both for recreation and access to shopping. The existing sidewalk along Shawmut Avenue is in such hazardous condition that it cannot any longer be neglected.

RECOMMENDATION: The Finance Committee recommends approval of the Article.


ELDERLY HOUSING:
BENT PARK
COCHITUATE SCHOOL
PEMBERTON ROAD
SHAWMUT AVE.
TOWN BEACH
LAKE COCHITUATE
EXISTING SIDEWALK
PROPOSED SIDEWALK

ARTICLE 16. AMENDMENT TO ZONING BY-LAWS- TABLE OF DIMENSIONAL REQUIREMENTS

Proposed by: Planning Board

Article 16. To see if the Town will amend its Zoning By-Laws by inserting the following new section:

SECTION XIII

The following table sets forth the requirements of these Zoning By-Laws as to Area, Lot Coverage, Frontage, Set-Backs and Height Requirements, for a building or structure enlarged or erected pursuant to a permit issued on or after June 1, 1982. Unless a footnote to this table set forth in paragraph B of this section shall expressly state to the contrary, the following table shall govern over conflicting requirements in the text of the By-Laws.

Additional dimensional requirements located in other sections of this Zoning By-Law may apply to placement of signs, sidewalks, driveway openings, curbs, fences, planting strips, parking and loading facilities, and to separation of buildings, and/or structures on the premises.

A. Table - (See Table at end of Article.)

B. Footnotes

Footnotes to the table set forth additional requirements and exceptions as stated therein with respect to the category to which the footnote is noted.

1. Minimum lot area shall be calculated in accordance with the requirements IX(m) of the By-Law.

2. If IX(a), (b), (c), (d), shall require a greater setback or permit a lesser setback, the provisions of said sections shall prevail over this table.

3. Sideyards shall meet the requirements of IX(d) and IX(i) and the required minimum sideyard may be reduced in accordance with the provisions of IX(i).

4. Maximum height limitations shall be subject to the exceptions set forth in VIIIa(1) and (2).

5. Accessory buildings shall be permitted in the minimum backyard in accordance with the provisions of IX(h).

6. Existing premises with less frontage may be used in accordance with the requirements of VA3.d.

7. The dimensional requirements of the nearest residential district shall apply.

8. Minimum lot area and frontage shall be determined in accordance with the provisions of VI 3.a)3).

9. Each structure not less than 100 feet from any residential building.

10. Gasoline pumps to be at least 20 feet from street line and 25 feet from side and rear property lines.

11. Exception may be made pursuant to VI 3a)4)b).

12. Sixty feet required from Residence District Boundary.

13. Exception may be made pursuant to VI 3.a)4)c).

14. Any greater setback requirement by IX(d) shall prevail.

or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Planning Board with the intent of presenting in more readily usable form the principal dimensional requirements in the text of the existing Zoning By-Laws. It does not change these requirements.

The present text of the Zoning By-Laws is the accumulated result of the many additions and changes made in the original by-laws since their adoption in 1934. As a

COMMENTS: consequence, dimensional requirements are found in various sections scattered throughout the By-Laws. These are difficult to locate and compare and, in some cases, are conflicting. Where such conflicts exist in the text, this table will govern. The footnotes in Paragraph B of the table are added to preclude any possible misinterpretation of the dimensional requirements set out in the table.

Note that the effective date of this table is June 1, 1982. This delayed date provides a full year during which the table can be used informally. Any difficulties in implementation can be noted and changes proposed and voted prior to the date of mandated use.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

TABLE of DIMENSIONAL REQUIREMENTS—WAYLAND ZONING BY-LAWS

DISTRICTS / USES		Minimum Lot Area [1] (SQ. FEET)	Maximum Lot Coverage (%)	Minimum Frontage (FEET)	Minimum Yard Set Backs FRONT FROM LOT LINE (FEET)	FRONT FROM STREET ℄ (FEET)	REAR FROM LOT LINE [5] (FEET)	SIDE FROM LOT LINE (FEET)	MAXIMUM HEIGHT THE LESSER of 4 (FEET)	(STORIES)
SINGLE RESIDENCE DISTRICTS		20,000	20	120	[2] 30	55	30	[3] 15	35	2 1/2
		30,000	20	150	[2] 30	55	30	[3] 15	35	2 1/2
		40,000	20	180	[2] 30	55	30	[3] 15	35	2 1/2
		60,000	20	210	[2] 30	55	30	[3] 15	35	2 1/2
ROADSIDE BUSINESS	USES PERMITTED IN SINGLE RESIDENCE DISTS.	[7]	20	[7]	60	55	30	15	35	2 1/2
	PERMITTED NON-RESIDENTIAL USES	40,000	20	[6] 200	60		30	30	35	2 1/2
BUSINESS A	RETAIL, OFFICES, SERVICES, TRADES, ETC,	[8]	75 (70 CORNER LOT)	[8]	[2] 30	55	15	[3] 15	35	
	AUTO SERVICE & REPAIR GARAGE	30,000	25	125	40		[9] 25 [10]	[9] 25 [10]	35	
	AUTO SALES, SERVICE & REPAIRS	2 ACRES	25	200	40		[9] 25 [10]	[9] 25 [10]	35	
	GASOLINE SERVICE STATIONS	40,000	25	200	40		[9] 25 [10]	[9] 25 [10]	35	
BUSINESS B		NONE	25	NONE	[11] 60		[12] 15 [13]	[3] [12] 15 [13]	35	
LIGHT MANUFACTURING	LISTED PERMITTED USES	NONE	75 (70 CORNER LOT)	NONE	[2] 30	55	15	[3] 15	40	3
	AUTO SERVICE & REPAIR GARAGE	30,000	25	125	40		[9] 25 [10]	[9] 25 [10]	35	
	AUTO SALES, SERVICE, & REPAIRS	2 ACRES	25	200	40		[9] 25 [10]	[9] 25 [10]	35	
	GASOLINE SERVICE STATIONS	40,000	25	200	40		[9] 25 [10]	[9] 25 [10]	35	
LIMITED COMMERCIAL	USES PERMITTED IN SINGLE RESIDENCE DISTS.	[7]	20	[7]	[2] 30	55	30	[3] 15	35	2 1/2
	PERMITTED NON-RESIDENTIAL USES	NONE	20	NONE	100		100	100	35	2 1/2
PLANNED DEVELOPMENT		REQUIREMENTS OF SECTION IX B APPLY								
REFUSE DISPOSAL		NONE	NONE	NONE	[2] 30		30	[3] 15	NONE	NONE
FLEXIBLE PLAN DEVELOPMENT		REQUIREMENTS OF SECTION IX A APPLY								

ARTICLE 17. AMENDMENT TO ZONING BY-LAWS - TABLE OF PERMITTED USES

Proposed by: Planning Board

Article 17. To see if the Town will amend its Zoning By-Laws by inserting the following new section:

SECTION XIV

The following table sets forth the permitted uses of land, buildings, and structures in each Zoning District as set forth in the various provisions of these By-Laws, for uses commencing on or after June 1, 1982. A use listed in said table is permitted as of right in any district under which it is denoted by the word "Yes". Uses designated in the table by the letter "a" may be allowed only if issued a special permit pursuant to V(r). Uses designated in the table by the letter "b" shall be subject to the requirements of XA. and V(r). Uses denoted by the word "No" shall be prohibited. All uses set forth in this table shall conform to all other requirements contained in the By-Laws and, in the event of a conflict between the table and any other provision of the By-Laws, such other provision shall prevail.

or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Planning Board. It is an effort to further simplify the reading of the Zoning By-Laws by applying this tabular presentation to the complex interpretation of permitted uses set forth in the text of the Zoning By-Laws. No change in the substance of the By-Laws is proposed.

The comments made on the Zoning By-Laws in relation to Article 16 dealing with the Table of Dimensional Requirements apply equally to this Article with one important exception. Because of the ambiguities in certain sections of the Zoning By-Laws and a subsequent inability to tabulate certain permitted uses definitely, the wording of the Zoning By-Law will prevail - not the Table of Permitted Uses - in the event of a conflict between the Table and the By-Laws.

ARTICLE 17. AMENDMENT TO ZONING BY-LAWS - TABLE OF PERMITTED USES - (Continued)

COMMENTS: Again, a delayed effective date will provide a testing period for the table and an opportunity to propose any necessary changes or clarifications prior to June 1, 1982.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

TABLE OF PERMITTED USES BY DISTRICTS EXHIBIT "A"

USES / DISTRICT	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFACT.	LIMITED COMMERCIAL
DWELLING	Yes	a	No	No	No	No
OFFICE - DOCTOR	a RESID. OWNER	b	b	b	b	b
DENTIST	a "	b	b	b	b	b
TEACHER	a "	b	b	b	b	b
MUSICIAN	a "	b	b	b	b	b
REAL ESTATE	a "	b	b	b	b	b
RECOG. PROFESS.	a "	b	b	b	b	b
GEN. BUSINESS	No	No	b	b	b	b
INSURANCE	a "	b	b	b	b	b
ARCHITECT	a "	b	b	b	b	b
ENGINEER	a "	b	b	b	b	b
LEGAL	a "	b	b	b	b	b
ACCOUNTANT	a "	b	b	b	b	b
BANK	No	No	b	b	b	No
TEL. OFFICE	No	No	b	b	b	b
MED. CLINIC	No	No	b	b	b	No
DENT. CLINIC	No	No	b	b	b	No
CUSTOMARY HOME OCCUPATION						
DRESSMAKING	a "	b	b	b	b	b
MILLINARY	a "	b	b	b	b	b
LETTING ROOMS	a "	a	No	No	No	No
ANTIQUE SALES	a "	b	b	b	b	b
ACCESSORY DWELLING UNIT	a "	a Resident Owner	No	No .	No	No
PUBLIC BUILDINGS	Yes	Yes	Yes	Yes	Yes	Yes
SCHOOLS	Yes	Yes	Yes	Yes	Yes	Yes
PUBLIC LIBRARIES	Yes	Yes	Yes	Yes	Yes	Yes
FIRE STATION	Yes	Yes	Yes	Yes	Yes	Yes
ART MUSEUM	Yes	Yes	Yes	Yes	Yes	Yes
CHURCH	Yes	Yes	Yes	Yes	Yes	Yes
PARISH HOUSE	Yes	Yes	Yes	Yes	Yes	Yes
SUN. SCHL. BLDG.	Yes	Yes	Yes	Yes	Yes	Yes
TELEPHONE BLDG.	Yes	b			b	b
PARKS	Yes	Yes	Yes	Yes	Yes	Yes
WATER SUPPLY RES.	Yes	Yes	Yes	Yes	Yes	Yes
SOLDIERS/SAILORS MEMORIAL	Yes	Yes	Yes	Yes	Yes	Yes
MEMBERSHIP CLUBS OUTDOOR SPORTS	a	a	No	No	b	b
SOCIAL/RECREATION	a	a	No	No	b	b
ELDERLY HOUSING-LOW INCOME	Town Mtg. vote	Town Mtg. vote& a	No	No	No	No
AGRICULTURE						
NURSERY	Yes	Yes	Yes	Yes	Yes	Yes
TRUCK GARDEN	Yes	Yes	Yes	Yes	Yes	Yes

TABLE OF PERMITTED USES BY DISTRICTS EXHIBIT "A"

USES / DISTRICT	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFACT.	LIMITED COMMERCIAL
AGRICULTURE CONT.						
FARM	Yes	Yes	Yes	Yes	Yes	Yes
GREEN HOUSE AND HTG. PLANTS	Yes	Yes	Yes	Yes	Yes	Yes
STABLE	Yes	b	No	No	b	b
KENNEL	Yes	b	No	No	b	b
ROADSIDE STAND - PRODUCE	a Resident Owner	b	b	b	b	b
HOSPITAL-NOT INSANE ETC.	a	b	No	No	b	b
NURSING HOME	a	b	No	No	b	b
INSTITUTE-PUBLIC CHARITABLE	a	b	No	No	b	b
ACCESSORY USES						
GARAGE	Yes	a	No	No	b	b
STABLE - PRIVATE	Yes	a	No	No	b	b
RES.-EMPLOYEES OF OWNER	Yes	a	No	No	No	No
RAILROAD-STATION PARKING	Yes	b	b	b	b	b
RAILROAD RIGHT OF WAY	Yes	b	b	b	b	b
BUS TERMINAL	No	No	b	b	b	No
CEMETERY	Yes	Yes	Yes	Yes	Yes	Yes
CUSTOMARY TRADES						
BUILDER	a Resident Owner	b	No	No	b	b
CARPENTER	a "	b	b	No	b	b
MASON	a "	b	No	No	b	b
PLUMBER	a "	b	b	No	b	b
PAINTER	a "	b	b	No	b	b
ROOFER	a "	b	No	No	b	b
TINSMITH	a "	b	No	No	b	b
UPHOLSTERER	a "	b	b	No	b	b
MACHINIST	a "	b	No	No	b	b
PAPER HANGER	No	No	b	No	b	No
ELECTRICIAN	No	No	b	No	b	No
CABINET MAKER	No	No	b	No	b	No
BOAT/CANOE LIVERY	a "	b	No	No	b	b
STABLE HORSES FOR HIRE	a "	b	No	No	b	b
GARAGE PRIVATE-MORE THAN 3 CARS	a "	b	No	No	b	b
RESTAURANT	No	b	b	b	b	No
FARM STAND-NOT NECC. GROWN IN WAYLAND	No	b	b	b	b	No
RETAIL-FOOD ITEMS	No	No	b	b	b	No
BAKING/BAKERY	No	No	b	b	b	No

Article 17.

TABLE OF PERMITTED USES BY DISTRICTS EXHIBIT "A"

USES / DISTRICT	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFAC.	LIMITED COMMERCIAL
RETAIL CONT.						
DRY GOODS	No	No	b	b	b	No
VARIETY MERCH.	No	No	b	b	b	No
HANDI CRAFT	No	No	b	b	b	No
CLOTHING/ACCESS.	No	No	b	b	b	No
HARDWARE	No	No	b	b	b	No
APPLIANCES	No	No	b	b	b	No
FURNITURE	No	No	b	b	b	No
FURNISHINGS/SUPPL	No	No	b	b	b	No
PRINTED MATTER	No	No	b	b	b	No
DRUGS	No	No	b	b	b	No
STATIONERY	No	No	b	b	b	No
PHOTO/SUPPLIES	No	No	b	b	b	No
SERVICE ESTABLISHMENTS						
BARBER	No	No	b	b	b	Np
BEAUTY SHOP	No	No	b	b	b	No
LAUNDRY PICK UP	No	No	b	b	b	No
LAUNDRY SELF SER.	No	No	b	b	b	No
SHOE/HAT REPAIR	No	No	b	b	b	No
BICYCLE REPAIR	No	No	b	b	b	No
APPLIANCE REPAIR	No	No	b	b	b	No
DRY CLEANING	No	No	b	b	b	No
PRESSING/TAYLOR	No	No	b	b	b	No
SIGN PAINTER	No	No	b	No	b	No
JOB PRINTER	No	No	b	No	b	No
AUTO SALES/SRVC./REPAIR	No	No	b	No	b	No
AUTO REPAIR GARAGE	No	No	b	No	b	No
GAS SERVICE STATION	No	No	b	No	b	No
LUMBER BLDG. MATERIAL	No	No	No	No	b	No
FUEL	No	No	No	No	b	No
ICE ESTABLISHMENT	No	No	No	No	b	No
FEED	No	No	b	b	b	No
CONTRACTOR'S YARD	No	No	No	No	b	No
LIGHT MANUFACTURING						
ELECTRICAL/ELECTRONIC	No	No	No	No	b	b
HAND LABOR	No	No	No	No	b	b
UNOBJECTIONABLE MACHINES	No	No	No	No	b	b
CLEAN PROCESSES	No	No	No	No	b	b
RESEARCH LAB	No	No	No	No	No	b
WAREHOUSE/DISTRIBUTION	No	No	No	No	No	b

KEY TO SYMBOLS:
- Yes - Permitted as of Right
- No - Not Permitted
- a - Special Permit pursuant to V(r) required from ZBA.
- b - Site Plan Approval pursuant to XA and V(r) required.

ARTICLE 18. AMENDMENT TO ZONING BY-LAWS - TABLE OF PERMITTED AND INTERCHANGEABLE USES

Proposed by: Petitioners

Article 18. To see if the Town will amend its Zoning By-Laws in the following manner:

1. By adding/substituting the attached "Table of Permitted Uses by Districts" to Section XIV of its Zoning By-Laws.

2. By deleting the underlined words from Section X A (a).

> In a Business, Light Manufacturing or Industrial, Limited Commercial District and Roadside Business Districts, business or commercial buildings shall be constructed, reconstructed, altered, enlarged or used, and the premises shall be used for a business or commercial purpose, only in conformity with a site plan bearing the endorsement of approval by the Board of Appeals created under Section X.

By inserting "or" between "altered, enlarged", and adding a comma after "Commercial" above so that Section X A (a) reads as follows:

> In Business, Light Manufacturing, Limited Commercial, and Roadside Business Districts, business or commercial buildings shall be constructed or enlarged only in conformity with a site plan bearing the endorsement of approval by the Board of Appeals created under Section X.

3. By redesignating existing Sections X A (b), X A (c), and X A (d) as Sections X A (e), X A (f), and X A (g) respectively.

4. By adding a new Section X A (b) as follows:

> In all Districts listed in X A (a) above, buildings converted from residential to business or commercial use may be used as shown on the Table of Permitted Uses by Districts provided that at the time of such conversion the Board of Appeals has endorsed its approval on a site plan for the property containing such buildings and provided also that the Building Commissioner has issued an Occupancy Permit for such buildings.

5. By adding a new Section X A (c) as follows:

In all Districts listed in X A (a) above, uses permitted "as of right" (designated by "Yes" in the Table of Permitted Uses by Districts) may be carried on in buildings in such districts without any further site plan review provided that the Board of Appeals has once since May 31, 1981 endorsed its approval on a site plan for the property containing such buildings and provided also that the Building Commissioner has issued an Occupancy Permit.

6. By adding a new Section X A (d) as follows:

In all Districts listed in X A (a) above, uses permitted but requiring individual Board of Appeals approvals (designated "b" in the Table of Permitted Uses by Districts) may be carried on in buildings in such districts provided that each time a new use occurs in such buildings, the Board of Appeals has endorsed its approval of such new use on a site plan for such property and provided also that the Building Commissioner has issued an Occupancy Permit.

COMMENTS: This Article was inserted in the Warrant upon the signature of ten petitioners. It seeks to amend the Zoning By-Laws by altering the existing provisions in certain respects and adding the "Table of Permitted Uses by Districts" (see full text of Table at Exhibit B, Page 85 of the Warrant).

The By-Law provisions to be amended presently require that in Business A, Business B, Light Manufacturing and Limited Commercial zones, no business or commercial building can be constructed, reconstructed, altered, enlarged or used unless site plan approval has been obtained from the Zoning Board of Appeals.

The changes contemplated by this Article would permit a business or commercial building in the above four enumerated Zoning Districts to be reconstructed, altered or the use changed as a matter of right and without further site plan approval provided such approval has at least once been granted by the ZBA after May 1, 1981 and an Occupancy Permit has been issued.

COMMENTS: The Table of Permitted Uses by Districts (Exhibit B) which is to be added to the Zoning By-Law by this Article is a tabular presentation of the uses which may be made of various types of property, in particular Zoning Districts, under the By-Law as it would be amended by this Article. The Table should be compared with Exhibit A on Page 78 of the Warrant, which also sets out in a tabular form the present requirements of the Zoning By-Law with respect to permitted uses.

The amendment contemplated by this Article would constitute a major change in the way the Town regulates the use that may be made of business properties. It presently is the practice of the Zoning Board of Appeals, in granting site plan approvals, to take into account the nature of the proposed new use and the impact that the new use will have on such matters as parking, septic system, wetlands protection, and fire protection.

The petitioners feel that the owners of business properties should have the power, as a matter of right, to change business uses without site plan approval in a wide variety of instances as set out in the Table. They argue that the requirement of site plan approval for each change of use is wasteful of the time of the ZBA, expensive for the building owner, causes undue delay to the proposed occupant of the property, and raises costs to everyone concerned, including the customers of the businesses involved.

The Planning Board did not have sufficient votes to cause this Article to be placed in the Warrant for this Annual Town Meeting and it was therefore inserted by the petitioners, two of whom are members of the Planning Board. The Planning Board, as a result of its statutory hearing, was deadlocked on the desirability of the Article. The Board of Health feels that the unrestricted power to change uses would be undesirable because different uses could have entirely different impacts with respect to septic systems. With no opportunity to review these impacts before granting site plan approval, the Town will have no way to regulate or prohibit uses which may be inappropriate for particular premises.

ARTICLE 18. AMENDMENT TO ZONING BY-LAWS - TABLE OF PERMITTED AND INTERCHANGEABLE USES - (Continued)

COMMENTS: While the right to change uses without site plan approval would be desirable if other concerns could be met, the Finance Committee feels that the enactment of this change in the Zoning By-Laws at this time would be premature. The Article is largely the work of a number of owners of business property which would be directly affected by the Article, and neither the Planning Board nor other Town Boards concerned have had an opportunity to study the matter with the care which the Finance Committee feels would be essential prior to making such a change. There may be alternative solutions to the underlying problems, such as permitting change of use as long as the new use does not exceed certain standards for concerns such as traffic volume, water usage, parking, and the like. The Finance Committee believes there may well be a better way to permit both increased freedom to change uses without regulatory intervention while at the same time providing a reasonable level of protection for the Town in certain specific areas of concern.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

Article 18. Exhibit B

TABLE OF PERMITTED USES BY DISTRICTS

USES	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFACT	LIMITED COMMERCIAL
DWELLING	YES	a	NO	NO	NO	NO
OFFICE	RESIDENT					
DOCTOR	a OWNER	b	b	b	b	b
DENTIST	a "	b	b	b	b	b
TEACHER	a "	b	Yes	Yes	Yes	Yes
MUSICIAN	a "	b	Yes	Yes	Yes	Yes
REAL ESTATE	a "	b	Yes	Yes	Yes	Yes
RECOG. PROFESSION	a "	b	Yes	Yes	Yes	Yes
GEN. BUSINESS	No	No	Yes	Yes	Yes	Yes
INSURANCE	a Res. Owner	b	Yes	Yes	Yes	Yes
ARCHITECT	a "	b	Yes	Yes	Yes	Yes
ENGINEER	a "	b	Yes	Yes	Yes	Yes
LEGAL	a "	b	Yes	Yes	Yes	Yes
ACCOUNTANT	a "	b	Yes	Yes	Yes	Yes
BANK	No	No	b	b	b	No
TELEPHONE OFFICE	No	No	b	b	b	b
MEDICAL CLINIC	No	No	b	b	b	No
DENTAL CLINIC	No	No	b	b	b	No
CUSTOMARY HOME OCCUP.	Resident					
DRESSMAKING	a Owner	b	Yes	Yes	Yes	b
MILLINARY	a "	b	Yes	Yes	Yes	b
LETTING OF ROOMS	a "	a	No	No	No	No
ANTIQUE SALES	a "	b	Yes	Yes	Yes	b
ACCESSORY DWELLING UNIT	a "	a Resident Owner	No	No	No	No
PUBLIC BUILDINGS	Yes	Yes	Yes	Yes	Yes	Yes
SCHOOLS	Yes	Yes	Yes	Yes	Yes	Yes
PUBLIC LIBRARIES	Yes	Yes	Yes	Yes	Yes	Yes
FIRE STATION	Yes	Yes	Yes	Yes	Yes	Yes
ART MUSEUM	Yes	Yes	Yes	Yes	Yes	Yes
CHURCH	Yes	Yes	Yes	Yes	Yes	Yes
PARISH HOUSE	Yes	Yes	Yes	Yes	Yes	Yes
SUN. SCHL. BLDG.	Yes	Yes	Yes	Yes	Yes	Yes
TELEPHONE BLDG.	Yes	b	Yes	Yes	Yes	Yes
PARKS	Yes	Yes	Yes	Yes	Yes	Yes
WATER SUPPLY RESERV	Yes	Yes	Yes	Yes	Yes	Yes
SOLDIERS/SAILORS MEMORIAL	Yes	Yes	Yes	Yes	Yes	Yes
MEMBERSHIP CLUBS-NON PROF						
OUTDOOR SPORTS	a	a	No	No	b	b
SOCIAL/RECREAT'L	a	a	No	No	b	b
ELDERLY HOUSING LOW INCOME	Town Mtg. Vote	Town Mtg. Vote& a	No	No	No	No
AGRICULTURE						
NURSERY	Yes	Yes	Yes	Yes	Yes	Yes
TRUCK GARDEN	Yes	Yes	Yes	Yes	Yes	Yes
FARM	Yes	Yes	Yes	Yes	Yes	Yes
GREEN HOUSES & HEATING PLANT	Yes	Yes	Yes	Yes	Yes	Yes

Article 18. Exhibit B

TABLE OF PERMITTED USES BY DISTRICTS

USES	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFACT	LIMITED COMMERCIAL
AGRICULTURE CONT.						
STABLE	Yes	b	No	No	b	b
KENNEL	Yes	b	No	No	b	b
ROADSIDE STAND PRODUCE	a Res. Owner	Yes	Yes	Yes	Yes	b
HOSPITAL-NOT INSANE ETC.	a	b	No	No	b	b
NURSING HOME	a	b	No	No	b	b
INSTITUTE - PUBLIC CHARITABLE	a	b	No	No	b	b
ACCESSORY USES						
GARAGE	Yes	a	No	No	b	b
STABLE- PRIVATE	Yes	a	No	No	b	b
RES.-EMPLOYEE OF OWNER	Yes	a	No	No	No	No
RAILROAD-STATION PARKING	Yes	b	b	b	b	b
-RIGHT OF WAY	Yes	b	b	b	b	b
BUS TERMINAL	No	No	b	b	b	No
CEMETERY	Yes	Yes	Yes	Yes	Yes	Yes
CUSTOMARY TRADES						
BUILDER	a Resident Owner	b	Yes	No	Yes	Yes
CARPENTER	a "	b	Yes	No	Yes	Yes
MASON	a "	b	Yes	No	Yes	Yes
PLUMBER	a "	b	Yes	No	Yes	Yes
PAINTER	a "	b	Yes	No	Yes	Yes
ROOFER	a "	b	Yes	No	Yes	Yes
TINSMITH	a "	b	Yes	No	Yes	Yes
UPHOLSTERER	a "	b	Yes	No	Yes	Yes
MACHINIST	a "	b	Yes	No	Yes	Yes
ELECTRICIAN	a "	b	Yes	No	Yes	Yes
PAPER HANGER	a "	b	Yes	No	Yes	Yes
CABINET MAKER	a "	b	Yes	No	Yes	Yes
BOAT/CANOE LIVERY	a Resident Owner	b	No	No	b	b
STABLE HORSES FOR HIRE	a "	b	No	No	b	b
GARAGE PRIVATE-MORE THAN 3 CARS	a "	b	b	No	b	b
RESTAURANT	No	b	b	b	b	No
FARM STAND-NOT NECESSARILY GROWN HERE	No	Yes	Yes	Yes	Yes	Yes
RETAIL-						
FOOD ITEMS	No	No	Yes	Yes	Yes	No
BAKING/BAKERY	No	No	Yes	Yes	Yes	No
DRY GOODS	No	No	Yes	Yes	Yes	No
VARIETY MERCHANDISE	No	No	Yes	Yes	Yes	No
HANDI CRAFT	No	No	Yes	Yes	Yes	No
CLOTHING/ACCESSOR.	No	No	Yes	Yes	Yes	No
HARDWARE	No	No	Yes	Yes	Yes	No

Article 18. Exhibit B

TABLE OF PERMITTED USES BY DISTRICTS

USES	SINGLE RESIDENCE	ROADSIDE BUSINESS	BUSINESS A	BUSINESS B	LIGHT MANUFACTUR.	LIMITED COMMERCIAL
RETAIL - CONT.						
APPLIANCES	No	No	Yes	Yes	Yes	No
FURNITURE	No	No	Yes	Yes	Yes	No
FURNISHINGS/SUPPLIES	No	No	Yes	Yes	Yes	No
PRINTED MATTER	No	No	Yes	Yes	Yes	No
DRUGS	No	No	Yes	Yes	Yes	No
STATIONERY	No	No	Yes	Yes	Yes	No
PHOTO/SUPPLIES	No	No	Yes	Yes	Yes	No
SERVICE ESTABLISHMENTS						
BARBER	No	No	Yes	Yes	Yes	No
BEAUTY SHOP	No	No	b	b	b	No
LAUNDRY PICK UP	No	No	Yes	Yes	Yes	No
LAUNDRY SELF SERV.	No	No	b	b	b	No
SHOE REPAIR	No	No	Yes	Yes	Yes	No
BICYCLE REPAIR	No	No	Yes	Yes	Yes	No
APPLIANCE REPAIR	No	No	Yes	Yes	Yes	No
DRY CLEANING	N6	No	b	b	b	No
TAYLOR-PRESSING	No	No	Yes	Yes	Yes	No
SIGN PAINTER	No	No	Yes	Yes	Yes	No
JOB PRINTER	No	No	Yes	Yes	Yes	No
AUTO SALES/SRVC./REPAIR	No	No	b	No	b	No
AUTO REPAIR GARAGE	No	No	b	No	b	No
GAS SERVICE STATION	No	No	b	No	b	No
LUMBER-BLDG. MATERIAL	No	No	No	No	b	No
FUEL	No	No	No	No	b	No
ICE ESTABLISHMENT	No	No	No	No	b	No
FEED	No	No	Yes	Yes	Yes	No
CONTRACTOR'S YARD	No	No	No	No	b	No
LIGHT MANUFACTURING						
ELECT./ELECTRONIC	No	No	No	No	Yes	Yes
HAND LABOR	No	No	No	No	Yes	Yes
UNOBJECT.MACHINES	No	No	No	No	Yes	Yes
CLEAN PROCESSES	No	No	No	No	Yes	Yes
RESEARCH LAB	No	No	No	No	b	b
WAREHOUSE	No	No	No	No	No	Yes
DISTRIBUTION	No	No	No	No	No	Yes

KEY TO SYMBOLS:
Yes = Permitted as of Right
No = Not Permitted
a = Special Permit pursuant to V(r) required from ZBA.
b = Site Plan Approval pursuant to XA and V(r) required from ZBA.

ARTICLE 19. AMENDMENT TO ZONING BY-LAWS - AREA AND YARD REQUIREMENTS

Proposed by: Planning Board

Article 19. To see if the Town will amend its Zoning By-Laws in the following manner:

1. By deleting the first sentence of paragraph 3. a) 3) of Section VI which reads as follows:

   "In Business District A the area and yard requirements of Section IX shall apply."

   and replacing it with the following sentence:

   "In Business District A the front yard set back and the side yard set back requirements of Section IX (a), (b), (c), (d), and (i) shall apply."

or take any action relative thereto.

COMMENTS: This Article was inserted by the Planning Board to attempt to clarify the frequently ambiguous and inconsistent language now included in the existing Zoning By-Laws. The current language concerning Commercial District A refers the reader ultimately to paragraphs related to Residential requirements - which could be inappropriate for Commercial District A planning and zoning issues. The effect of the Article is to eliminate from the By-Laws any language which serves to indicate By-Law requirements for some minimum lot area or minimum frontage requirements. Thus, there would be no minimum requirement for lot area and frontage in Commercial District A although standards for set back, parking, and side yard would continue unchanged.

The unclear language serves to give the Zoning Board of Appeals significant latitude in its decisions over, and regulations of, those Commercial properties which come before it for site plan approvals. The flexibility available to the Zoning Board of Appeals serves to provide opportunities which may work to the Town's advantage or to that of the owner, depending on the circumstances.

The Article eliminates both flexibility for the ZBA on the one hand, and uncertainty for the land owner on the other. For some, flexibility in planning approval is a virtue; for others, uncertainty in property rights is a problem.

ARTICLE 19. AMENDMENT TO ZONING BY-LAWS - AREA AND YARD REQUIREMENTS - (Continued)

COMMENTS: The Article does not address the planning issues of whether any minimum standards at all are desirable, or the much more difficult issue of what minimums are both equitable to existing owners and users and yet still represent sound land planning for the Town. Generally, the Finance Committee believes that the By-Laws need overall review and that piecemeal re-writing should not be undertaken. In the meantime, the Town should retain its long standing flexibility on this matter with the Zoning Board of Appeals.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

ARTICLE 20. AMENDMENT TO ZONING BY-LAWS - BOARD OF APPEALS POWER TO RE-OPEN A CASE

Proposed by: Petitioners

Article 20. To see if the Town will amend its Zoning By-Laws by deleting the following portion of Section XA (b).

> "or upon its motion (if such power is reserved by the Board in its original approval)".

COMMENTS: This Article was inserted in the Warrant as a result of a citizens' petition sponsored by the Wayland Business Association. The purpose of the Article is to restrict the power of the Zoning Board of Appeals (ZBA) such that when the Board writes its decisions related to requests for site plan approvals for Commercial properties, it cannot retain the right under any circumstances to re-open such cases at a later date at its own discretion (i.e., "by its own motion").

The Town's Zoning By-Laws currently grant this power to the ZBA in Section XA which provides for modification or amendment to a site plan approval by application to the ZBA by an owner, lessee, or mortgagee or by the ZBA's own motion provided that this option was reserved in its previous decision on the case in point.

In recent years, it has been the practice of the ZBA to include specific provisions in its decisions with regard to its right to re-open cases. Thses provisions typically relate to traffic conditions, noise, light, and public health and safety, and issues that may result from those items which are left to the judgement of the applicant or are defined by "descriptive criteria".

The implication of the right to re-open on the part of the ZBA is that the Board retains broad and sweeping powers to reexamine at some future time, after an applicant has made significant investment in a property, its previous permits and approvals. This condition is regarded by the Wayland business community as extremely threatening both from the point of view of existing business property owners

COMMENTS: who are not always clear as to what might cause the ZBA to reconsider their permits and prospective Wayland business owners who might prefer to locate elsewhere in order to avoid such uncertainties.

The ZBA has taken the position that while its powers in this area are, indeed, probably too broad, the Town would be best served by modifying the Zoning By-Laws to include specific provisions rather than eliminating the power altogether. In fact, the ZBA has indicated that without the power to re-open cases where changed conditions make this necessary, subsequent decisions on its part will undoubtedly contain more restrictive provisions than in the past.

While the Finance Committee is sympathetic to the concerns of Wayland's business community, it feels that it would be in the Town's best interests to amend this section of the Zoning By-Laws to include specific provisions in order to constrain the power of the ZBA rather than to strike the provision in its entirety. This is not solely a matter of enforcement of previous ZBA decisions in which case the Building and Zoning Inspector has the authority to deal with violations. This is also a matter of changing conditions in Town (e.g. traffic and environmental conditions) which in the aggregate and in certain unforeseen circumstances may well be worth a reasonable review.

The Finance Committee urges the Planning Board and the ZBA to continue to work together and bring a compromise position on this issue to the Town at a future date.

The Planning Board has held a hearing on this Article and will report its findings at Town Meeting.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

ARTICLE 21. ACCEPT STREETS

Proposed by: Road Commissioners

Article 21. To see if the Town will vote to accept the laying out of the following named streets and establish all or any one or more of them, or portions thereof, as Town ways, with the boundaries and measurements shown on the plans referred to in the descriptions, which plans are included in the orders of the Road Commissioners adopted with respect to such ways and filed in the office of the Town Clerk in accordance with the provisions of General Laws, Chapter 82, Sections 21-23:

1. Appletree Lane, 500 feet southerly from the Wayland-Lincoln Town line. Near Waltham Road, Wayland or Old Sudbury Road, Lincoln, to the end of the circle, as shown on a plan entitled "Plan of Land in Lincoln and Wayland, Mass." dated April 11, 1979 by Miller and Nylander Co., recorded in the Middlesex South Registry of Deeds in Book 13755, Page 141.

2. Peartree Lane, 350 feet southerly from Glezen Lane to the end of the circle, as shown on a plan entitled "Plan of Land in Wayland, Mass. Owned by: Sweidler Building Co. and R. Vasady-Kovacs" dated July 25, 1974 by Everett M. Brooks Co. and recorded in the Middlesex South District Registry of Deeds in Book 12735, Page 513.

3. Hearthstone Circle, 1550 feet from Wayland-Natick Town line to Natick-Wayland Town line.

4. Langdon Road, 1000 feet northeasterly from Hearthstone Circle to the Wayland-Natick Town line.

   The two roads above are shown on a plan entitled "Plan of Land in Wayland, Mass. showing drainage easements and Conservation Restrictions" dated September 7, 1976, by Ewald Engineering Co., Inc. and recorded in the Middlesex South District Registry of Deeds in Book 13206, Page 189.

5. Wayland Hills Road, 400 feet northerly from the previously accepted section.

6. Loring Lane, 420 feet easterly from Wayland Hills Road.

7. Smokey Hill Road, 920 feet westerly from Wayland Hills Rd.

The three roads above are as shown on a plan entitled "Subdivision Plan of Land in Wayland, Mass." dated Dec. 18, 1968 by Everett M. Brooks Co., recorded in the Middlesex South District Registry of Deeds in Book 12608, Page 480.

and to authorize the Road Commissioners to acquire by purchase, eminent domain, gift or otherwise for highway purposes the fee or any lesser interests as well as easements for drainage, slope or otherwise in any lands that may be necessary for such Town ways; and to determine whether the Town will appropriate money therefor, to be provided by taxation, by appropriation for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant at the request of the Road Commissioners. It provides for the Town to accept, as public Town ways, roads off Waltham Road and Glezen Lane, in Wayland Hills and in the Hearthstone Circle area. The work on all of these roads has been completed and bonds posted by developers have been released. No expenditure of Town funds, other than nominal, is involved.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 22. AMENDMENT TO THE MINUTEMAN REGIONAL SCHOOL AGREEMENT

Proposed by: Minuteman Regional School

Article 22. To see if the Town will vote to accept Amendment No. 3 to the agreement establishing the Minuteman Regional Vocational Technical School District ("Minuteman") as proposed by vote of the Minuteman School Committee by vote adopted on October 7, 1980. The amendment provides in substance (i) that the term of office of each member of the Minuteman School Committee shall commence on July 1 of the year in which he or she is appointed, commencing with the year following the effective date of the amendment, rather than April 1 as is presently provided in the agreement and (ii) that the annual meeting of the Committee for the election of officers shall be held in each year on a date specified in the District by-laws. A copy of the proposed amendment is available for inspection at the office of the Town Clerk.

COMMENTS: The proposed amendment to the Minuteman Agreement would bring the terms of office of Minuteman School Committee members into compliance with the election and budget cycles of the member towns. Currently, Minuteman School Committee representatives take office shortly before most towns hold annual elections and town meetings. These new members are then responsible for representing an organization with which they have little familiarity and must present a budget which they have not helped to develop. This amendment sensibly provides a period of experience for a new Committee member prior to the need to present data on the school.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

ARTICLE 23. RESURFACING SECTIONS OF OLD SUDBURY ROAD, OLD CONNECTICUT PATH (EAST & WEST) and WEST PLAIN STREET

Proposed by: Board of Road Commissioners

Estimated Cost: $244,338

Effect on Tax Rate: 30 Cents

Article 23. To see if the Town will vote to appropriate a sum of money to be expended by the Road Commissioners to resurface Old Sudbury Road from the railroad crossing at Wayland Center to the Sudbury line (approximately 8900 feet), a portion of Old Connecticut Path West from the intersection of Rtes. 27 and 126, southwesterly to the southerly side of the High School property (approximately 4490 feet), a portion of Old Connecticut Path East from Route 20 to Rice Road (approximately 3150 feet), and West Plain Street from Route 126 to Main Street (approximately one mile); to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant at the request of the Board of Road Commissioners. The funds appropriated at the Town Meeting of April, 1980 (Article 15) for the resurfacing of Old Sudbury Road and Old Connecticut Path West have not been expended, following advice to the Town that the anticipated full State funding is not available for the type of improvement planned for these roads, and that the Town must bear 25% of the cost.

The Road Commissioners, faced with constantly escalating asphalt costs, stress the need to complete this work as soon as possible. They are equally concerned about the numerous other badly deteriorating roads in Town most of which, unlike the four projects in this Article, involve serious problems of restricted right of way, drainage and realignment. These are the current concern of the Road Policy Committee, and it seems advisable to dispose of the four resurfacing projects while the Committee continues its studies and before the Town is faced with undertaking recommended improvements at the more difficult locations.

ARTICLE 23. RESURFACING - (Continued)

COMMENTS: The estimated cost of the four resurfacing projects is approximately as follows:

Old Sudbury Road	$101,150
Old Connecticut Path West	46,020
Old Connecticut Path East	35,352
West Plain Street	61,816
Total	$244,338

It is recommended that the required funds be realized by transfer of $102,301.36 from "Highway Account - Old Sudbury Road" and $142,036.64 from Revenue, 1982. Of the total amount, 75% ($183,254) is reimbursable from State funds allocated to the Town of Wayland for highway purposes, and the remaining 25% ($61,084) is to be borne by the Town.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, and by mailing or delivering a copy thereof addressed to each residence in the Town, seven days, at least, before the time appointed for such meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before May 19, 1981.

Given under our hands and seals this fifth day of May, 1981.

CATHERINE W. SEILER
L. THOMAS LINDEN
HERBERT N. ODELL, JR.
MARCIA P. CROWLEY
W. H. IRVINE

Selectmen of the Town of
Wayland

BERNICE B. SAMELSON
WILLIAM G. SEGAL
ROBERT S. SWAIN, JR.
JONATHAN STRONG
PAUL F. FOSKETT
KAREN E. BROTHERS
RUSSELL A. ASHTON

Finance Committee

APPENDIX A

WAGE AND SALARY CLASSIFICATION PLAN, ARTICLE II, SECTION I

FISCAL YEAR 1982

The Personnel Board has proposed amending the Wage and Salary Plan of the Town by setting forth all positions with fiscal 1981 and fiscal 1982 salary ranges, where available. The appropriation for the salaries to be paid and the place within the range at which the incumbent employees will be placed are reflected in the budget proposed under Article 5. These have resulted from recommendations made to the Personnel Board by the department heads and the elected board members, and decisions made by the Personnel Board. The proposed amendment follows.

Section 1. The positions of all non-elected Town employees are classified under the following job titles with the wage and salary rates set forth:

ADMINISTRATIVE AND PROFESSIONAL

POSITION	Anniversary Date	Previous Salary	Current Salary 3/15/81
Executive Secretary	11/22	$30,000	$32,000
Administrator of Financial Services & Personnel	3/12	28,000	30,900
Administrative Assistant	11/8	14,500	15,700
Fire Chief	3/19	28,500	28,500
Police Chief	2/9	25,000	27,500
Town Accountant	6/25	22,500	25,000
Highway Superintendent	7/27	25,350	26,350
Park & Rec. Superintendent	10/31	23,600	25,000
Water Superintendent	4/1	23,250	23,250
Treasurer-Collector	3/4	18,500	19,800
Town Surveyor	4/12	23,000	23,000
Building & Zoning Inspector	7/3	20,250	20,750
Detached Social Worker	8/16	24,600	25,800
Library Director	8/16	18,250	19,500
Conservation Administrator	5/31	16,500	16,500
Data Processing Manager	5/31	21,500	21,500
Dog Officer	4/30	11,100	11,100

POLICE DEPARTMENT*

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
P-3	Lieutenant	1981	$20,151	$21,171	$22,239	$23,362
		1982	21,763	22,865	24,018	25,231
P-2	Sergeant	1981	17,421	18,279	19,189	20,150
		1982	18,815	19,741	20,724	21,762
P-1	Police Officer	1981	14,748	15,340	15,954	16,587
		1982	15,928	16,567	17,230	17,914

Night differential of 20¢ per hour. Stipend of $750 per year when officer serves as Investigative Officer; stipend of $2,000 per year for service as Youth Officer; stipend of $500 for service as Prosecuting Officer.

JOINT COMMUNICATIONS CENTER

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
S-6	Civilian Dispatcher	1982	$ 9,396	$ 9,781	$10,166	$10,575

FIRE DEPARTMENT* (Negotiations in progress for FY 1982 wages)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	Maximum
F-5	Deputy Chief	1981	$21,430	$21,430	$21,430	$21,430
		1982				
F-4	Captain	1981	17,336	17,952	18,594	19,262
		1982				
F-3	Mechanic and Electrician	1981	16,307	16,898	17,508	18,143
		1982				
F-2	Clerk	1981	14,912	15,446	15,998	16,573
		1982				
F-1	Firefighter	1981	14,276	14,787	15,312	15,860
		1982				

Firefighters qualified as Emergency Medical Technicians receive a stipend of $500 per year.

*The Chiefs are listed under Administrative and Professional

OFFICE STAFF - UNION

Grade	Title	Fiscal Year	Start Sal.	After 1 Yr.	After 2 Yrs	After 3 Yrs	After 4 Yrs	After 5 Yrs	After 6 Yrs
C-1	Apprent.Clerk	1981	$6543	$6820	$7101	$7376	$7679	$7977	$8301
		1982	7066	7366	7669	7966	8293	8615	8965
C-5	Junior Clerk	1981	7677	7977	8301	8628	8976	9335	9709
		1982	8293	8615	8965	9318	9694	10082	10486
C-6	Mach.Rm.Clerk	1981	7977	8301	8628	8976	9335	9709	10097
		1982	8615	8965	9318	9694	10082	10486	10905
C-7	Switchboard	1981	8301	8628	8976	9335	9709	10097	10501
	Oper/Recept.	1982	8965	9318	9694	10082	10486	10905	11341
C-8	Senior Clerk	1981	8628	8976	9335	9709	10097	10501	10936
		1982	9318	9694	10082	10486	10905	11341	11811
C-12	Prin.Clerk	1981	10102	10497	10910	11350	11807	12279	12770
		1982	10910	11337	11783	12258	12752	13261	13792
C-15	Payroll Super.	1981	11350	11807	12279	12770	13286	13817	14370
		1982	12258	12752	13261	13792	14349	14922	15520

Stipends are added by vote of the Personnel Board. Currently, Principal Clerks in Assessors and Water Department have stipends of $500. Stipend of $360 added to Principal Clerk who also serves as Assistant Treasurer.

OFFICE STAFF - NON-UNION *

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Secretary to Exec. Sec'y.	1981 1982	$15,053	$15,645	$16,270	$16,923
S-18	Computer Operator-Lead	1981 1982	$15,053	$15,645	$16,270	$16,923
Secretary		1981 1982	10,994	11,429	11,902	12,373
Hrly. Secretarial Aide**		1981 1982	4.24	4.24	4.24	4.24

**Seasonal or intermittent employees. Not permanent employees, no fringe benefits.

TOWN SURVEYOR*

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Senior Eng. Aide	1981 1982	$15,053	$15,645	$16,270	$16,923
S-14	Engineering Aide	1981 1982	12,864	13,366	13,908	14,458

BOARD OF HEALTH*

S-20	Nurse*** - Practitioner**	1981 1982	$16,270	$16,923	$17,598	$18,301
S-18	Nurse #2 ***	1981 1982	15,053	15,645	16,270	16,923
S-16	Nurse #1 ***	1981 1982	13,908	14,458	15,053	15,645
S-2	Nursing Aide*** **	1981 1982	8,036	8,368	8,690	9,048
Hourly Health Inspector		1981 1982	7.90	7.90	7.90	7.90
Contract - Environmental Eng.		1981 1982	13,700 14,796			
Contract - Collector of Dead Animals		1981 1982	600 600			
Contract - Animal Inspector		1981 1982	630 630			

*S-Schedule to be determined by Personnel Board for FY '82.
**Prorated to reflect 40-week year
***No longer Town employees 7/1/81

LIBRARY (Director set forth in Administrative and Professional)
(S-Schedule to be determined by Personnel Board for FY '82)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
S-18	Assistant Dir.	1981 1982	$15,053	$15,645	$16,270	$16,923
S-17	Children's Libr. & Head Technical Services	1981 1982	14,458	15,053	15,645	16,270
S-14	Assistant Libr.	1981 1982	11,856	12,319	12,818	13,325
S-10	Admin. Ass't. Head Circulation	1981 1982	10,994	11,429	11,902	12,373
S-8	Ass't. Children's Libr.	1981 1982	9,369	9,747	10,133	10,536
S-6	Libr. Ass't.	1981 1982	8,660	9,015	9,369	9,747
	Hrly.Libr.Cl.	1981 1982	4.34	4.34	4.34	4.34
	Hrly.Libr.Page*	1981	3.35	3.35	3.35	3.35

HIGHWAY (Negotiations in progress for FY 1982 wages)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
H-11	Gen.Foreman and Master Mech.	1981 1982	$7.32	$7.57	$7.82	$8.09
H-10	Working Foreman	1981 1982	7.08	7.32	7.57	7.82
H-9	Mech. Welder	1981 1982	6.86	7.08	7.32	7.57
H-8	Area Disp.Oper.	1981 1982	6.63	6.86	7.08	7.32
H-7	Heavy Eq.Oper.	1981 1982	6.43	6.63	6.86	7.08
H-6	Med.Equip.Oper.	1981 1982	6.22	6.43	6.63	6.86
H-4	Laborer-Driver	1981 1982	5.83	6.02	6.22	6.43
H-1	Laborer C	1981 1982	5.31	5.48	5.65	5.83
*Seasonal Working Foreman		1981 1982	4.75	4.75	4.75	4.75
Hrly.Misc.Lab.*		1981	3.50	3.50	3.50	3.50

*Seasonal and intermittent; not permanent employees

PARK AND RECREATION DEPARTMENT (Superintendent listed in ADMINISTRATIVE AND PROFESSIONAL)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
W-11	Gen. Foreman	1981	$7.26	$7.54	$7.81	$8.08
		1982	7.84	8.14	8.43	8.73
W-10	Mechanic	1981	7.04	7.26	7.54	7.81
		1982	7.60	7.84	8.14	8.43
W-9	Working Foreman	1981	6.80	7.04	7.26	7.54
		1982	7.34	7.60	7.84	8.14
W-6	Heavy Equip.Oper.	1981	6.15	6.36	6.58	6.82
		1982	6.64	6.87	7.11	7.37
W-4	Laborer-Driver	1981	5.77	5.96	6.17	6.38
		1982	6.23	6.44	6.66	6.89
W-3	Laborer-A	1981	5.57	5.77	5.96	6.17
		1982	6.02	6.23	6.44	6.66
W-1	Laborer-C	1981	5.23	5.40	5.57	5.77
	(Part-Time)	1982				
	Seasonal Laborer	1981	3.55	3.70	3.70	3.70
		1982	3.40	3.55	3.70	3.70

Seasonal - Beach - Fiscal Year 1982

	1st Year	2nd Year	3rd Year
Supervisor	$4.60	$4.90	
Head Guard	4.10	4.25	$4.40
Guard	3.60	3.75	3.90
Beach Police	3.20	3.30	3.40
Instructor	3.60	3.70	3.80
Instructor Aide	$60 per week		

WATER DEPARTMENT (Superintendent Listed in ADMINISTRATIVE AND PROFESSIONAL)

Grade	Title	Fiscal Year	Starting Salary	After 1 Year	After 2 Years	After 3 Years
WS-15	Maintenance #1	1981	$13,467	$13,902	$14,512	$15,066
		1982	14,544	15,101	15,673	16,271
WS-11	Maintenance #2	1981	11,632	12,080	12,526	12,992
		1982	12,563	13,046	13,528	14,031
Contract Meter Reader		1981	60¢ per meter read			
		1982	60¢ per meter read			

PART-TIME, SEASONAL POSITIONS

Title	Salary FY 1981	Salary FY 1982
Inspectors - Gas	$3,565	$3,565
Wiring	7,130	7,130
Plumbing	2,775	2,775
Sealer of Weights and Measures	250	250
Veterans Agent	5,000	5,000
Auxiliary Police Chief	1,200	1,200
Registrars of Voting	50	50
School Traffic Supervisors	2,713	*
Substitutes	15.41/day	*
Special Police, Matrons	6.47	*
Police Cadet - Interns	110.00/week	117.25/week
Police Dispatchers	189.66/week	Joint Dis.
Call Firefighters	6.47	*
Divers	10.00/hour	10.00/hour

*To be determined by Personnel Board within constraint of budget, as voted, and approved by the Board of Selectmen.

APPENDIX B

ADMINISTRATIVE SALARY SCHEDULES

NON-UNION POSITIONS:	Fiscal Year 1981	Fiscal Year 1982
Superintendent of Schools	$48,000 (plus $2,500 annuity)	$51,000 (plus $2,500 annuity)
Asst. Superintendent/Personnel	40,000	43,000
Asst. Superintendent/Business	36,600	38,600
Asst. Superintendent/Curriculum	35,000	position eliminated
Coord. of Health Education	29,000	31,000
Director of Pupil Services	29,400	position eliminated
Social Worker	17,500	position eliminated
Plant Engineer	19,200	position eliminated
Director of Food Services	15,200	16,400*
Director of Programs		37,000
Coord. of Special Education (Pre K-Gr. 5)		26,000
Coord. of Special Education (Gr. 6-Age 22)		29,400
UNIONIZED PERSONNEL:**		
High School Principal	41,000	negotiations incomplete
Junior High Principal	37,000	"
Claypit Hill Principal	33,200	"
Happy Hollow Principal	33,300	"
High School Asst. Principal	33,300	"
High School Asst. Principal	32,100	"
Junior High Asst. Principal	30,000	"

NOTES: *(The position of Director of Food Services will no longer be included within the School Budget. It will be supported by cafeteria receipts).

**The School Committee will report at Town Meeting the status of Union negotiations.

APPENDIX B - Continued

TEACHER'S SALARY SCHEDULES (Negotiations in progress for FY '82)

Step	Fiscal Year	Bachelor	B + 15	Master	M + 30	M + 60	Ph. D.
1	1981 1982	$12,279	$12,570	$13,006	$13,587	$14,168	$15,330
2	1981 1982	12,858	13,150	13,661	14,313	14,895	16,058
3	1981 1982	13,442	13,731	14,313	15,039	15,620	16,783
4	1981 1982	14,024	14,313	14,966	15,767	16,346	17,510
5	1981 1982	14,603	14,895	15,620	16,492	17,073	18,236
6	1981 1982	15,185	15,475	16,275	17,219	17,801	18,962
7	1981 1982	15,767	16,057	16,928	17,946	18,526	19,690
8	1981 1982	16,346	16,638	17,582	18,671	19,254	20,416
9	1981 1982	16,929	17,219	18,236	19,399	19,980	21,142
10	1981 1982	17,510	17,801	18,892	20,125	20,705	21,870
11	1981 1982	18,090	18,382	19,543	20,853	21,434	22,596
12	1981 1982	20,745	20,886	20,925	21,579	22,159	23,322
13	1981 1982			21,053	22,306	22,887	24,049
14	1981 1982			23,634	26,004	27,619	28,889

APPENDIX B - Continued
(Negotiations not yet completed)

LEADERSHIP STIPENDS		Fiscal Year 1981	Fiscal Year 1982
Department Heads 9-12		2,035	
Department Heads K-12		2,230	
Team Leaders	K- 6	2,035	
House Leaders	7-8	1,480	
Curriculum Ldrs.	7-8	1,175	
Coordinator	6	2,035	

CO-CURRICULAR ACTIVITIES

Athletic Coaching:	Group I		2,700	Athletic Dir.
	Group II		2,585	Hd.Football Coach
	Group III-VI	940 -	2,115	Other Coaches
Other Activities:	Group I		1,525	Drama Club
	Group II		1,200	Sr. Yearbook
	Group III-VIII	260 -	820	Various Act.

Substitute Teachers - Fiscal Year 1981: $27.00 per day first 20 days;
21st to 60th day = $30.00;
61st to 100th day = $35.00

SCHOOL SECRETARIAL - UNION

12 Month Title	Fiscal Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Secretary	1981	9,193	9,549	9,824	10,224	10,596	11,493	12,411
	1982	9,930	10,313	10,610	11,042	11,444	12,413	13,404
Secretary-Data	1981	9,393	9,849	10,224	10,724	11,196	12,193	13,211
Processing	1982	10,145	10,637	11,042	11,582	12,092	13,169	14,268
Secretary-Recept.;	1981	9,193	9,549	9,824	10,224	10,596	11,493	12,411
Bookkeeper	1982	9,930	10,313	10,610	11,042	11,444	12,413	13,404
Bookkeeper,	1981	9,193	9,549	9,924	10,424	10,896	11,893	12,911
Data Proc.	1982	9,930	10,313	10,718	11,258	11,767	12,845	13,944
Bookkeeper	1982	9,930	10,313	10,610	11,042	11,444	12,413	13,404
10 Month - 35 Hours								
Secretary	1982	6,919	7,193	7,389	7,686	7,963	8,637	9,064
Secretary-Recpt.	1982	6,919	7,193	7,389	7,686	7,963	8,637	9,064
10 Month - 32.5 Hours								
Secretary-Recept.	1981	5,736	5,959	6,131	6,365	6,623	7,261	7,627
	1982	6,195	6,436	6,622	6,875	7,153	7,842	8,237
10 Month - 30 Hours								
Secretary	1981	5,115	5,232	5,381	5,605	5,856	6,509	6,832
	1982	5,525	5,651	5,812	6,061	6,325	7,127	7,482
10 Month - 27 Hours								
Library Aide	1981	4,523	4,689	4,826	5,020	5,249	5,861	6,148
	1982	4,885	5,065	5,212	5,422	5,669	6,330	6,640
10 Month - 25 Hours								
Clerical Aide	1981	4,185	4,345	4,477	4,672	4,872	5,496	5,771
	1982	4,607	4,709	4,836	5,046	5,273	5,936	6,233

SCHOOL SECRETARIAL - PARAPROFESSIONALS - UNION

10 Month Title	Fiscal Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Lab Asst. 32.5 hours	1981	5,382	5,640	5,918	6,241	6,760	7,077
	1982	5,813	6,092	6,392	6,741	7,301	7,644
Study Hall Aide -	1981	5,167	5,532	5,894	6,192	6,637	7,006
30 hours	1982	5,581	5,975	6,366	6,688	7,168	7,567
Study Hall Aide -	1981	5,651	5,989	6,373	6,722	7,195	7,582
32.5 hours	1982	6,103	6,469	6,883	7,260	7,771	8,189
Student Supervisor -	1981	6,080	6,426	6,813	7,160	7,637	7,997
32.5 hours	1982	6,567	6,940	7,358	7,733	8,248	8,637
Teacher Aide -	1981	4,144	4,338	4,551	4,801	5,199	5,448
25 hours	1982	4,476	4,685	4,915	5,185	5,615	5,884
Home Ec.Aide - 32.5 hrs.	1982	5,813	6,092	6,392	6,741	7,301	7,644
Special Needs Aide -	1981	4,144	4,338	4,551	4,801	5,199	5,448
25 hours	1982	4,476	4,685	4,915	5,185	5,615	5,884
Special Needs Aide -	1981	4,973	5,206	5,461	5,761	6,238	6,505
30 hours	1982	5,371	5,623	5,898	6,222	6,737	7,026
PL 94-142 Aide -	1981	4,973	5,206	5,461	5,761	6,238	6,505
30 hours	1982	5,371	5,623	5,898	6,222	6,737	7,026
Work Study Aide -	1982	5,813	6,092	6,392	6,741	7,301	7,644
32.5 hours							

SCHOOL SECRETARIAL - CLERICAL - NON-UNION

12 Month

Title	Fiscal Year	Salary
Secretary to Superintendent	1981	15,000
	1982	16,200
Secretaries to Asst. Supt. (2)	1981	13,500
	1982	14,600

APPENDIX B - Continued

CUSTODIAL SALARIES AND WAGES

	Fiscal Year	Prob. Sal.	Step 1	Step 2	Step 3	Step 4	Step 5
Category 6 - Matron	1981	4,590	4,860	5,238	5,616	5,940	
	1982	4,806	4,968	5,346	5,724	6,210	
Category 5 - Maintenance Men	1981	11,024	12,064	12,625	13,187	13,749	14,310
	1982	11,440	12,480	13,000	13,520	14,040	14,872
Category 4 - Custodian	1981	12,480	13,312	14,019	14,581	15,142	15,725
	1982	13,208	13,936	14,560	15,184	15,808	16,640
Category 3 - Custodian	1981	11,440	12,646	13,187	13,728	14,269	14,830
	1982	11,960	13,000	13,520	14,040	14,560	15,704
Category 2 - Custodian	1981	10,400	11,440	12,293	12,705	13,416	13,957
	1982	10,920	11,960	12,480	13,104	13,936	14,768
Category 1 - Custodian Nights	1981	9,256	9,984	10,816	11,502	12,189	12,896
	1982	9,568	10,400	11,128	11,856	12,584	13,624
Category 1 - Custodian Days	1981	9,048	9,776	10,608	11,294	11,981	12,688
	1982	9,360	10,192	10,920	11,648	12,376	13,416

APPENDIX C

SALARY SCHEDULE - ELECTED TOWN OFFICERS

	Fiscal Year 1981	Fiscal Year 1982
Selectmen	$ 100	$ 100
Assessors - Chairman	1,600	1,600
Assessors	1,500	1,500
Town Clerk	15,400	16,632
Board of Health	50	50
Water Commissioners	75	75

APPENDIX D

CAPITAL PLANNING COMMITTEE

CAPITAL BUDGET AND PROGRAM

1982 - 1986

The Capital Planning Committee (CPC) is charged with reviewing the financial impact of all possible capital expenditure items of all Town Boards and Commissions. A Capital item is defined as:

A. All new municipal buildings, structures, improvements, and alterations with a cost of $10,000. or more.

B. All mechanical equipment, machinery, computers, office equipment, tools, etc. with a cost of $10,000. or more.

C. All land acquisitions.

D. All purchases of cars, trucks, and similar licensed vehicles.

Information for this report was gathered through the use of capital request forms, follow-up meetings with the submitting authorities, and with on-site visits. Priorities were determined by need and cost.

To determine the relative need for each capital item, the CPC considered the justification as presented by the submitting authority, the positive or negative effect on the related service, and the economic effect of the proposed capital expenditure on the operating budget and the tax rate.

Based on this determination, all requests were placed in one of three priority classifications. Highest priority (1) was assigned to those requests which should be met this year. A secondary priority (2) designation was assigned to requests which, while worthwhile, could be deferred without causing severe dislocations or decreases in existing services. The lowest priority (3) was assigned to all remaining requests. Items falling in this category either were easily deferrable or lacked sufficient justification to be included in a higher category.

Capital planning is an ongoing process that requires review and revision annually against changing needs and priorities. This year the assignment of priorities was importantly influenced by Proposition 2½. Items originally requested by some Town Boards and Committees for expenditure in fiscal 1982 were deferred to fiscal 1983. These postponments will eventually result in a greater overall cost to the Town.

The CPC hopes the information provided in this report will assist the voters with their Town Meeting decisions.

Respectfully submitted,
Barbara Bowens
Walter Pope
Doug Mitchell
Mary Olmsted
E. Michael Brown, Chairman

CAPITAL EXPENDITURE SUMMARY

1982 - 1986

	ACTUAL	BUDGET		DEPARTMENT REQUESTS			
	1980	1981	1982	1983	1984	1985	1986
General Government	$21,800	--	$18,075	$ 6,200	--	--	--
Police Department	22,000	$27,500	31,566	35,500	$33,566	$36,500	$35,566
Fire Department	--	--	--	70,000	7,000	40,000	7,000
School Department	27,000	10,000	--	37,500	38,000	37,500	25,800
Library	10,000	15,000	--	22,500	--	--	--
Park & Rec. Dept.	31,300	23,500	7,000	10,000	11,000	11,000	10,000
Highway Department	48,000	111,000	--	190,000	100,000	66,000	75,000
Town Center Parking Comm.	--	--	20,000	--	--	--	--
Sidewalk Comm.	--	--	44,460	--	--	--	--
Surface Water Quality Comm.	--	--	--	--	90,000	--	--
TOTAL	$160,100	$187,000	$121,100	$371,700	$279,566	$191,000	$153,366
*Effect on Tax Rate	$ .73	$ .84	$ .53	$ 1.62	$ 1.22	$ .83	$ .67
**Capital % Budget	2.0	1.5	1.0	3.0	2.2	1.5	1.2
Water Department	$95,000	$41,000	$46,000	$41,000	$76,000	$21,000	$21,000

*Based on 1981 Tax Rate $230,000 = $1.00
**Based on 1981 Budget $12,552,000

CAPITAL BUDGET AND PROGRAM SUMMARY

		BUDGET	DEPARTMENT REQUESTS				
	PRIORITY	1982	1983	1984	1985	1986	TOTAL
GENERAL GOVERNMENT							
Town Building Improvement	(3)	$18,075	$	$	$	$	
Surveyor Van			6,200				
TOTAL		$18,075	$ 6,200	--	--	--	$24,275

CAPITAL BUDGET AND PROGRAM SUMMARY

	PRIORITY	BUDGET 1982	DEPARTMENT REQUESTS 1983	1984	1985	1986	TOTAL
POLICE DEPARTMENT							
3 Marked Cars	(1)	$24,804					
1 Unmarked Car	(1)	6,762					
TOTAL		$31,566	$35,500	$33,566	$36,500	$35,566	$172,698
FIRE DEPARTMENT							
Pumper			70,000				
Car 2				7,000			
Engine 3					40,000		
Car 1						7,000	
TOTAL		--	$70,000	$ 7,000	$40,000	$ 7,000	$124,000
SCHOOL DEPARTMENT							
Roofs			9,500	9,000	8,000	8,000	
Bus Replacement				17,000	17,500	17,800	
Driveway & Parking Lot Repair			12,500				
Boss System			15,500	12,000	12,000		
TOTAL		--	$37,500	$38,000	$37,500	$25,800	$138,800
LIBRARY							
Interior & Exterior Painting			15,000				
Carpeting			7,500				
TOTAL		--	$22,500	--	--	--	$22,500
PARK & RECREATION							
Superintendent's Vehicle	(2)	7,000					
F-350 Dump Truck			10,000				
F-600 Dump Truck W. Plow					11,000		
F-350 Dump Truck						10,000	
F-250 Truck W. Plow				11,000			
TOTAL		$ 7,000	$10,000	$11,000	$11,000	$10,000	$49,000

CAPITAL BUDGET AND PROGRAM SUMMARY

	PRIORITY	BUDGET 1982	DEPARTMENT REQUESTS 1983	1984	1985	1986	TOTAL
HIGHWAY DEPARTMENT							
Crawler Loader		$	$115,000	$	$	$	$
Station Wagon			8,000				
Combination Truck & Basin Cleaner & Snow Plow			67,000				
Two 10-12 Ton Trucks			66,000				
Compactor				100,000			
Two 10-12 Ton Trucks					66,000		
Front End Loader						75,000	
TOTAL		--	$190,000	$100,000	$66,000	$75,000	$431,000
TOWN CENTER PARKING COMMITTEE							
Hanna Williams Park Improvement	(2)	20,000					20,000
SURFACE WATER QUALITY COMMITTEE							
Restoration Dudley Pond				90,000			90,000
SIDEWALK COMMITTEE							
School Street	(1)	29,480					
Pemberton/Shawmut	(2)	14,980					
TOTAL		$44,460	--	--	--	--	$44,460
GRAND TOTAL		$121,101	$371,700	279,566	$191,000	$153,366	$1,116,733
WATER DEPARTMENT							
New Well & Pumping Station	(1)	20,000		20,000			
Test Wells			10,000	10,000	15,000	15,000	
New Trucks		6,000	6,000	6,000	6,000	6,000	
Base Radio			5,000				
Purge Wells		20,000	20,000	10,000			
Compressor				20,000			
Meter Renewals	(1)		10,000	10,000			
TOTAL		$46,000	$41,000	$76,000	$21,000	$21,000	$205,000

PROPOSED CAPITAL BORROWING PROGRAM

1982 - 1986

CURRENT DEBT SERVICE	$849,538	$409,578	$393,636	$377,693	$361,751
*POSSIBLE LIBRARY ADDITION		189,000	182,280	176,098	170,410
TOTAL	$849,538	$598,578	$575,916	$553,791	$532,161

EFFECT ON TAX RATE					
Debt Service	$3.69	$2.60	$2.50	$2.41	$2.31
Capital Items	.53	1.62	1.22	.83	.67
TOTAL	$4.22	$4.22	$3.72	$3.24	$2.98

*Assumption: $1,050,000 Borrowed @ 8% and amortized over 10 years

APPENDIX E

Salary and Wages ($20,000 or more)

The following amounts are from W-2 forms for calendar year 1980, and include any overtime and stipends. Please see Appendices A and B for base salary for each job. The difference between base salary and the amount shown below is overtime or stipends which vary from year to year.

GENERAL GOVERNMENT:

Executive Secretary	28,736	Town Surveyor	22,739
Adm.Finan.Serv.&Pers.	26,890	Data Proc.Mgr.	20,905
Town Accountant	21,947		

HEALTH:

Social Worker	24,805

PARK DEPARTMENT:

Superintendent	22,992

HIGHWAY DEPARTMENT:

Superintendent	25,556

WATER DEPARTMENT:

Superintendent	22,832

POLICE DEPARTMENT: (INCLUDES OVERTIME AND PRIVATE DETAILS*)

Chief	24,223	Patrolman	34,167
Youth Officer	27,989	Patrolman	32,332
Sergeant	31,185	Patrolman	25,687
Sergeant	25,182	Patrolman	25,598
Sergeant	22,437	Patrolman	28,408
Sergeant	23,734	Patrolman	21,142
Sergeant	27,818	Patrolman	21,307

FIRE DEPARTMENT: (INCLUDES OVERTIME)

Chief	28,130	Firefighter	20,361
Deputy Chief	27,221	Firefighter	20,409
Captain	26,374	Firefighter	20,461
Captain	24,581	Firefighter	23,213
Captain	23,927	Firefighter	23,844
Firefighter/Mechanic	24,617	Firefighter	21,637
Firefighter/Clerk	20,158	Firefighter	22,976
Firefighter/Electr.	24,076	Firefighter	21,007
Firefighter	21,785	Firefighter	21,907
Firefighter	21,757		

*The Town pays police officers for private detail work and is subsequently reimbursed by the company or individual which has hired the police officers.

SCHOOL DEPARTMENT:

Administration:

Superintendent	47,977	Asst.Supt.Curriculum	33,999
Asst.Supt.Bus.Adm.	35,399	Asst.Supt.Personnel	38,499

SYSTEM WIDE PERSONNEL:

Dir.Health Educ.	30,004	Dir.Pupil Services	28,549
Fine Arts	26,728	Metco Coord.	20,415

PRINCIPALS:

High School	39,749	Jr. High School	35,624
Asst.High School	30,850	Happy Hollow	32,199
Asst.High School	32,099	Claypit School	31,964

DEPARTMENT HEADS:

28,563	27,407	24,011	29,203	23,204
25,125	30,666	21,708	25,445	28,358
27,290	25,590	29,283	25,893	25,066
24,239	25,349	22,319	22,170	28,492
29,202	27,636	24,955	29,057	25,525

LIBRARIANS: 23,239 31,342

TEACHERS:

20,433	25,041	28,219	25,041	25,907
26,408	30,083	25,041	20,665	26,596
20,113	20,113	25,419	23,130	22,759
25,041	26,870	26,190	22,759	21,607
21,982	26,596	20,381	20,113	20,113
20,729	25,041	27,216	22,759	22,759
20,865	25,041	26,176	23,589	25,361
25,330	25,041	20,204	22,927	29,091
20,993	20,113	29,436	31,865	22,759
21,530	23,819	23,951	23,591	26,756
22,575	26,596	25,041	22,323	25,041
20,734	25,041	25,041	26,596	21,290
30,862	27,905	24,839	22,362	25,041
20,426	25,321	22,759	28,395	22,999
20,113	24,374	21,718	20,113	23,511
20,820	25,793	24,955	20,200	20,718
25,696	25,521	30,862	26,408	24,732
27,557				

APPENDIX F

REFER TO ARTICLE 11

M. G. L. Chapter 31, Section 52

Towns; civil service offices and positions

The following offices and positions in towns shall be subject to the civil service law and rules:

(1) Inspectors of plumbing.

(2) Sealers and deputy sealers of weights and measures and inspectors and deputy inspectors of weights and measures, whether they are heads of departments or not, in towns of over ten thousand inhabitants.

TOWN OF WAYLAND
Board of Selectmen
41 COCHITUATE ROAD
WAYLAND, MASS. 01778

Bulk Rate
U.S. Postage
PAID
Permit No. 16
Wayland, Mass.

POSTAL PATRON

WAYLAND, MASS. 01778